

## *Table 28 (comments)*

### *Additional Comments*

It is VERY difficult to find affordable, dependable day care for children less than two-years-old in the Los Alamos area. There is nothing more stressful than wondering whether or not your child is receiving high-quality daycare while you're working all day. LANL should really "catch up" with other companies around the nation that provide childcare for their employees.

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The child in our home is now 15 years old. When we needed before and after-school care, we were only able to manage because we had the help of family. Daycare here in Los Alamos, although expensive, was far better than anything available in the Espanola Valley. The two big problems we had until recently were that there are no all-day programs for school-age children when school was not in session and there are no facilities for mildly ill children.

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I have two schoolage children who attend school in Los Alamos but we live in Espanola. I had high hopes for the \_\_\_\_ program but I found that the cost was prohibitive for two children 5 days a week and after talking to other parents found that it didn't provide everything promised. I have been sending my children to the \_\_\_\_ afterschool program at the \_\_\_\_ Church but my children aren't happy there, however the cost is much more reasonable than \_\_\_\_ and at least I know they are safe. I would love to see the laboratory create an on-site afterschool care program. This program should be designed specifically for First through Sixth graders who are really too old to attend daycare but too young to stay home alone, or as in my case, can't go home until I get off work at 5:00.

Addressing the needs of parents with infants and pre-schoolers is wonderful but you have to remember these children don't stay babies and they still need some sort of daycare once they reach school age. Please don't forget about this growing group of children.

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Los Alamos has an increasing population of parents who adopt internationally. Their children need child care providers who are sensitive and knowledgeable about their special needs too.

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While good childcare facilities would benefit everyone, I see a special benefit to LANL's lowest salary employees who can now dedicate more time to their own career development needs.

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## *Table 28 (comments)*

### *Additional Comments*

The lack of commercial and private daycare availability for infants is appalling in this town. I think the Lab could perform a huge service just by focusing on infants alone. New parents are the most stressed about child care, and a Lab centralized facility would relieve the worry of finding someone, and then would provide close access to the child during those important few months for visits, nursing, sickness, etc.

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There are lots of questions about the current arrangements with little emphasis on the pain encountered getting to those arrangements. If you have a follow-up survey, it would be worth asking how many different daycare arrangements to which each child has been exposed. In our case, child#1 has had eight providers over 5.5 years, while child#2 has had five providers over three years. We're happy now, but I don't feel that my frustration in getting there (and the damage done to my children in the process) are adequately reflected in my answers here. A Lab-sponsored center would provide the kind of stability that I wish my kids could have had.

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I would like to see: 1) Quality, educational, affordable childcare/Preschool; 2) Drop-in childcare for when primary childcare is not available; and 3) Location: centrally located (TA-3) so that parents can go to visit with child/children during lunch hours or mothers may go to breastfeed

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There seems to be a serious gap in childcare for kindergarten age children. The program at the \_\_\_\_\_ looks to work well for kids from grades 1 thru 6, but there is very little option for kids in a half day of kindergarten. Most of the institutions in White Rock have closed, and the few remaining are full. For someone new to the area (as we are) there seems to be nothing available.

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### *Additional Comments*

One question that is burning through the lab is how children will be 'chosen' to be in the LANL daycare center. It seems like there are very few slots for the number of children that would wish to enter this center. It is interesting to me that you are not interviewing parents (in groups or as individuals) in person. It is very difficult for a survey like this to cover all the daycare issues in this area and have it address all the concerns of parents who have children in daycare. Frankly, I hesitated take the time to fill this survey out because already this is the 2nd or 3rd thing I have filled out in the past year about a lab daycare center and I have heard nothing about the results. Why aren't more people who are actually going to use this center (I hope anyway) involved in the process of defining the scenario for this daycare center? It seems odd to me that you continue to "assess" the need for more high quality licensed daycare in this town. Maybe the staff for this initiative should try to place 'ghost' children into daycare in Los Alamos in a short amount of time - this might just tip the scale of your assessment.

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I don't have children yet but am concerned about finding a caregiver that I feel is appropriately trained and "accredited" if you will. I prefer that an infant be in a private home, if the Lab were to provide some sort of certification for local caregiver's, that Lab employees could refer to and feel confident about, I think that it would benefit many parents. A childcare center would be great but I don't know how realistic that would be. A Lab sponsored certification program that caregiver's could apply for and maintain might be more cost-effective and benefit more people.

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Having daycare services for employees will be helpful for parents working at Los Alamos. This is a good thing for both parents and children and I am glad to see that the Laboratory is looking into this issue. Thanks.

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I have had significant involvement in establishing child care at two non-profit entities at Los Alamos & White Rock, I have had continuous concern with the needs of child care for our community (NNM).

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This survey is geared to children 6 or younger. One of the biggest problems this county has is after school care. Many children are going home alone after school at very young ages instead of having something active and creative for them to be involved in.

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When my child was an infant and I was nursing him, it was difficult for me to run back and forth to White Rock in the middle of the day. On-site care would have been extremely helpful.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

There is also a lack of after school and summer options for children between 4th and 8th grade.

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You have not addressed after school care issues. Every day is a challenge, and Wednesdays are the biggest challenge. I'm afraid that many kids go home to empty houses after school, until their parents arrive much later. This should be a concern for the community. The \_\_\_\_ after school program was a help...more may be needed.

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We are foster parents, which means that we have a transient population of children in addition to our 2 birth children. The foster kids present special problems, e.g. lack of lead time to plan care arrangements. (They join the family, and sometimes are transferred elsewhere, on short notice.) Also, I work part-time, which requires special arrangements at work and childcare. It also provides flexibility which is great when dealing with sick kids.

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I think a facility for mildly sick kids or kids who just had a vaccine and can not return to daycare for 24 hours makes sense. I know this program is available in Houston and provided through one of the hospitals.

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What I see as the problem in town is that very few places take infants. Consider the position of two full-time working parents, with the mother breast feeding the baby during the day. A strongly motivated person can do this, but not without on-site day care services. In the next 5-10 years, the population of young people at the lab will increase, while most of the TSMs will be retiring. Is the lab going to say that female TSMs cannot have children? I can't understand why this issue is so difficult to understand. Day cares in town don't even need to advertise, they have so much business. Is there some perception that the amount of day care needed is going to decrease in the next few years? And what do we do if we don't want a Christian/religious environment for our children? That requirement alone eliminates most of the providers in town. Right now, the town/Lab supports the scenario of a working husband with a stay-at-home wife. It is basically saying to professional women, "Stay at home. Don't work here! We won't help you with child care, because your needs are abnormal." If we have another survey, and no action is taken by the Lab again, the Lab will send a terrible mes\_\_\_\_ about families to its employees. How can Livermore have daycare and not us?

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

I really think that childcare here at the Lab is a great idea. Especially for the single mothers who haven't got time to run around looking for sitters at the last minute.

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Although I do not have children yet, I am concerned about the limitation of infant care, the availability of infant care on site, the long waiting lists for current providers, and the lack of back up day care. As an institution leading the way in research, LANL should also lead the way in providing a family friendly environment at the lab. Thus it should be concerned with finding options to make finding childcare less stressful.

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I no longer have need for childcare as my children are grown. However I worked from the time they were born till now. During all those years, childcare was a constant issue. Ideally I would have wanted a location close to my work during the infant/toddler /preschool years and later a childcare facility associated with their elementary school; such a location would make it easier for them to get to activities such as sport practices and music lessons. A place which would take children who are mildly ill would have been wonderful.

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This discussion has been ongoing for many, many, many years. We are the only DOE facility with nothing. When are we going to get on-board, quit talking the rhetoric about being an "employer of choice?" The good ol' boys are gone. Let's move forward, shall we? Productivity and improved morale can only be gained.

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LANL lack of flex-time also is a factor in productivity lost due to childcare issues. The problems go hand in hand.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

I understand there are people that have to work and put their children in childcare and have no other choice. However, I am disturbed by the lack of emphasis (in this survey and in society in general) of having children being cared for by their parents as the primary care provider. Children do best when they are cared for by their parents--this is a point that always should be made when there are discussions about child care. This point should not be made to make parents feel guilty (because as I said before, some parents really have no choice), but when there is a choice (which probably happens more than people realize) it should be stated clearly that having children home with a parent is clearly the desirable option. Thank you for your time.

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I think having a childcare facility here at LANL would be a welcome and beneficial idea.

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I think that questions 23 and 24 are not applicable for someone THINKING of having children in a couple of years.

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There is nothing in this survey to address the older children. My kids are 7 and 8 and before and after school is the problem I have. What about us? I do not want to leave my kids on there own after school they only need minimal supervision. The day care costs for a couple of hours after school for older kids is too much. What about a program that addresses activities to get children interested in science and math and can give them supervision after school for a couple of hours. Ride LA Bus to some program that allows them to learn computers programs etc.

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A very fundamental issue of concern to many in the community is that childcare is so hard to get that the quality of that care has to take second priority. Early childhood is such a critical time that the quality of the care should be of deep concern to the community. Quality of space available for daycare is a big concern, given the recent pull-out of \_\_\_\_ from Los Alamos townsite due to space issues. This may be something that the community can do something about.

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After school care is very important. There does not seem to be enough after school care programs.

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#### *28. Additional Comments:*

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LANL also needs to implement telecommuting, job-sharing and modified work schedules to help meet the childcare needs of parents.

The ranking of quality indicators in question 26 is difficult since all of them are very important!

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Your questions were directed towards infants, toddlers, and pre-schoolers. I have an 8 year old that still requires care before school, Wednesday afternoons, and summers. It is hard to find a daycare provider for these limited hours at a reasonable price.

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I have felt that supervisors and co-workers that do not have children or that have excellent family care providers have no consideration towards single working parents. The concept is that single parents take way too much time of work. I try to work each day without as much interruptions as possible to make up for the days that I will be out with a sick child. I don't that I should be made fee as such. Getting the child out bed in the early morning hours when they are ill so you can make it to work just prolongs the illness because you can't stay home with them and help them recooperate. Therefore, eventually you'll end up spending more than one day out of work. Also, childcare here in Los Alamos is also very costly which adds to the problems of having to go back down the hill should a child emergency occur.

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Now that I have a child attending school with summers off, I would like to see a program available for summers instead of wondering what I am going to do with child each summer. It would be nice to bring him to a daycare at work with kids in his age group at a cost that I can afford.

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I need core full time child support preferably from 6:00 to 15:00 with the option of paying more for occasional weekend work and staying late at work (19:00 or so).  
Safety is adequately addressed by licensing requirements and should not be an issue. The same is true of the adult/child ratio. This is the reason for there low ratings by me, not that they are unimportant.

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Many parents work in both Laboratory and Administrative positions here at LANL...Raising awarness about the need for more programs would definately work best if it used LANL's Congressional connections to raise funding for current and new programs.

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This is a very personal issue and one that any family with children has the responsibility to address. With all of the "trouble" the Lab has been in lately, an added responsibility such as proving child care to select individuals should NOT be one of the main goals - science and safeguarding the United States people ("Science Serving Society") should be the main focus. I am a mother of two children (15 and 20); childcare was a problem when I needed it, but through determination and ingenuity the problem was handled. The best solution I can see is that the county of Los Alamos looks into this situation and considers it as a service-money-making activity. Perhaps this venture would enhance the "positive" visability of Los Alamos and be considered a service-oriented community. This town needs business - this would be a great opportunity.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

Care for older children is scarce. All the facilities stop taking children when they reach 12 years, and the facilities are often inappropriate for those over about 9 years old. I believe that a young teen should not be left home alone all day, every day, very often. Siblings can help the situation, but not all children have siblings, and that situation is not very good, either. The County did have a program for children this age, but our child did not like it, and we would have liked more choices. The years 12 - 16 were our most difficult for child care.

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I would like to see LANL provide a facility for child care. I currently panic when family members are not available for child care and having to look for someone I feel I can trust is very difficult. A facility would be convenient and would cut down on my stress helping me focus on the job at hand instead of possible child care problems in the days to come. I believe that the child care facilities in the area might feel threatened but there are over 10,000 employees at in the area which not hamper their business. Also the it could help the cost of child care. It is currently so ridiculous it makes me wonder if I am losing money by working. I also will not bring my child up to Los Alamos for child care except if there is a LANL facility therefore again I don't think the current facilities should worry.

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There should be significant discounts for multiple-child families. The cost of care is enough to prohibit families from having more than one child!

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I hope that LANL finally takes a strong stand on providing for a child care system for LANL. Like Domestic Partner Benefits, they wafled for years passively (and sometime aggressively) hiding behind UC Policy or DOE practices instead of being a leader or driver of change. Domestic Partner Benefits were only adopted as a result of others taking a lead. LANL needs to be a leader in diversity and productivity/competitive issues.

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1b should have a N/A option.

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#### *28. Additional Comments:*



## *Table 28 (comments)*

### *Additional Comments*

I think childcare is a complex issue. I believe that the Lab should support parents who need help with childcare, but that it should not be directly involved in sponsoring that care. There should be flexibility on the part of supervisors for sick children, and parents should not be penalized for being parents, but I don't think that the Lab should be in the business of caring for children.

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I believe the provision of child-care by LANL would be an asset to the total work force at Los Alamos.

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Addressing this issue is long overdue!

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Thanks for addressing this important issue. Even if nothing changes or happens, at least someone tried!

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I think this is an excellent idea, just wish it had been available when my children were at the age of needing child care.  
Mine are all grown and mostly out of the house, but I do know there are families that really need this kind of assistance for their children

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Many families would like to be able to take care of their children themselves. In cases where both parents work, it would be good for the lab to allow these parents to both work half days at work and half days from a computer at home so they could take care of their own children.

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#### *28. Additional Comments:*

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This questionnaire is targeting infant to preschool - as mentioned above, the "older" children also need to be cared for. Too often these children are home alone or wondering the streets. The program provided by the \_\_\_\_\_, "\_\_\_\_\_" is attempting to address this issue, however complaints regarding the price have been raised. It is clearly understandable that in order to provide quality child care there is a price to it. This program has made considerable improvements in the area of older child care, however working parents should not have to feel such a financial impact for necessary services. We need to realize that parent concerns regarding (adequate and affordable) child care do not disappear when the child starts school - the concerns and child care needs only CHANGE. Why can't LANL/UC/DOE look at enhancing the existing child care facilities rather than open up a new facility that will probably put the smaller business out of business? Why can't LANL/UC/DOE offer a means to help current providers add "Slots" or off set child care costs? I think Los Alamos has wonderful child care providers (for all ages) - the cost and availability is what needs to be addressed. Employees who are not parents will probably find objection to LANL/UC/DOE assistance - but they should realize the results will benefit us all - in areas of productivity, morale and, in the long run, create happy children who will care for their elderly (when the tables will be turned).

Please note that answers provided do not relate only to child care in Los Alamos but also Pojoaque Valley. Currently children are cared for by an in-home provider - when school begins, I will adjust my work schedule - the difference in pay is what I've paid for child care in the past. I choose to bring my children to Los Alamos for their education so I can be involved in their education (by volunteering time in the classrooms during lunch hours) and so I can communicate with their teachers on a regular basis.

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There is a severe shortage of programs for children 10 and over. We do not know what we will do when our oldest child is 10.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

Cost of care. At one time a program was available for sick children but the cost was too high so I never utilized it.

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Most major companies I interviewed with when I finished college offered on-site daycare with in-house care for sick children. (Motorola in Fort Worth, Texas, has an exceptional program!!) The Lab should be involved in providing similar child care for its employees. The return would be much less missed time and more satisfaction with work....hence, more productivity from its employees that are parents.

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My husband I are planning on having children within the next 2-3 years. I'm extremely worried about day care, esp. since both of us are professionals at LANL. Furthermore, we are planning to move to the Jemez, which makes childcare/work even more difficult. It would be nice to have a facility at the lab where we could entrust our children to dependable, affordable day (and eventually after school) care from approx. 7 am-6 pm and not have to worry about leaving work throughout the day.

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I believe there are successful programs at many other sites and companies, that can be used as models. We should conduct a thorough evaluation of other programs before we attempt to invent a program and repeat mistakes others have already made.

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My wife stays at home, thus we do not need help except in rare occasions (doctor's appointments, etc). A day care at the lab that would allow short term (example, two hours) drop-offs would be nice.

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DO NOT spend any more taxpayers' money on this issue!

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

Of course, the need for childcare does not affect women only. I'm sure there are countless men for whom having reliable, reputable and convenient child care facilities would remove a great deal of stress from their lives (after all, it was my dad, not my mom, who dropped me off at nursery school every day). Any removal of stress is an enormous boon to productivity and a huge incentive for employees to stay at the lab long-term. Adding a child care facility that allowed a certain number of non-LANL children to attend could also be seen as a great community contribution, and an extension of Los Alamos' public schools...

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I am past the time where I would need these services, but I wish we had had something like it when I needed child care.

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I completely empathize with parents of small children. Our children are grown. We are now "empty nesters." I would like to rise our need for elder care. I am responsible for two relatives who are in their 80s. We need help, too.

Thanks for doing this.

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child care is a complex issue that reflects who raises the children of tomorrows society, by providing this service at work we are depriving other home care providers a source of income

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I think your survey is incomplete. There is a big issue for summer care of elementary age children, when both spouses work during the summer. You didn't address this issue.

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No questions were asked about after school care. You may think that the \_\_\_\_ is covering it. They are not very flexible and have high turnover in their daycare staff. Day care in the summer is also a problem. There is no flexibility on the numbers of days. You have to pay for five days even if your child goes two or three days a week.

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childcare is too expensive here in WR or LA. I use to have to work full time just to afford to have my child in the best preschool center (\_\_\_\_). Now that my child in in school I am able to work part time and be there after school. I sometimes wonder why it had to be this way, when I would have loved to be there part or full time when he was an infant and preschooler.

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unlicenced child day care is extremely common in many areas of Los Alamos and local areas. No one can afford uthewise but what risks do the children face?

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

This certainly addresses needs of preschoolers, but there is also a question of children who are in school and yet not old enough or responsible enough to look after themselves. here we need to look at before school and after school situations. I worry that some children are being sent home when they are truly not competent enough to handle situations which may arise.

I'm not sure who should address this problem. If the laboratory were to tackle preschoolers, that would be an incredible start. I might add that some lactating mothers could use a little support as well, and it might be considered as part of an overall support system for parents.

Single moms should also be considered. They are often very strong people, and marvelous additions to the workplace, but child care situations are critical for them to be able to perform to their potential.

Good start, however. Thank you for doing this.

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The only community that LANL has helped/impacted with respect to childcare needs is Los Alamos. Other communities in the region have seen no impact. LANL needs to address the issue for children not in school and children who don't live in Los Alamos.

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I am a resident of LA have grandchildren living here.  
Interested to see if this is going to be like the student housing.  
This would be all well and good when the parents take the responsibility of their actions.  
If both parents need to work then they should work opposite shifts as some of us older residents had to do with our children.  
I am not willing to pay for this child care through a raise in Los Alamos taxes. We are already paying for the non resident children that come up to Los Alamos to go to school.

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Many questions do not apply when children are no longer of "babysitting" age. Perhaps the questionnaire could allow one to skip down past the irrelevant questions.

As stated earlier, I do not think the Lab should involve itself in "social" issues. Yes the lab should support "what is right" and foster such an atmosphere but as an institution there should be no structured involvement.

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Adequate child care is very important to the young people at the Lab. The care of these children is very important to the community as a whole and generally effects the quality of life for all in the work place.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

I went over this survey and actually it doesn't apply to me because my child is nine years old. Why are you only asking questions for the ages of infancy to 6yrs? My child still needs daycare!

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Availability of child care may influence whether or not we have children.

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Child care should be provided on-site at LANL. Modified work weeks should also be considered.

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Many of these questions couldn't directly apply to me, I don't have children yet but am planning on one in the next year. One of the biggest issues in trying to plan this baby is childcare. I am a full time student as well as a full time LANL worker and my husband works in Santa Fe. I want childcare that is close to work and affordable. I only make a student salary and I know that daycares in Los Alamos that accept infants charge more than \$100 a day, I make nowhere near that. I really enjoy my job but I will probably greatly cut down the hours that I work after the baby is born because it would be more cost-effective for us.

I think it is really great that this is an issue being looked at, it's important.

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The Lab has been taling for years about providing an on-or near-site child care facility. As usual, it seem like the Lab is all talk and no action. Child care is a major issue affecting many of us at LANL. I recently had to obtain a new day care provided for my 14 month old child because previous sitter was not looking after my child adequately and she has a very serious accident. It is a nightmare to try and find adequate, affordable child care. I do not wish for anyone to have the troubles I've had in obtaining childcare! Please push for the Lab to provide an on-or near-site child care facility very soon!!!

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I know I don't know much about the programs available in LA but when my husband and I plan to have children we will want to know if one of us cannot stay home with the child that it will be in good hands.

Also because society is changing (increasing its pace for a 24 hour society) the need for both parents to work is increasing. Not only for financial reasons, but also because finding a good job is so difficult these days. The employees here at LANL need that extra support to help them keep their jobs but have happy families also.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

My spouse did not work while we had small children in the home and we both feel that is the BEST for both children and parents if economic circumstances do not force both partners to work.

Additional child care opportunities need to exist in the county, but LANL must be cautious and not destroy any of the existing providers - my spouse works for the Ark pre-school and there is some concern about this issue.

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Providing some kind of child-care support is probably a good thing to do. Even so, it should be self-supporting or nearly so. If it is provided as an additional benefit (and not self-supporting), there should be some comparable benefit for those without children and those whose children are already grown.

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The Lab has been talking for years about providing an on-or near-site childcare facility. As usual, it seem like the Lab is all talk and no action. Childcare is a major issue affecting many of us at LANL. I recently had to obtain a new daycare provider for my 14 month old child because the previous sitter was not looking after my child adequately and she has a very serious accident. It is a nightmare to try and find adequate, affordable childcare. I do not wish for anyone to have the troubles I've had in obtaining childcare! Please push for the Lab to provide an on-or near-site childcare facility very soon!!!

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You guys desperatly need to listen to Dr. Laura.

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I strongly support the establishment of a first-rate child care center on the lab premises. It would benefit the lab, as well as the parents. A happy parent, not worried about his child, makes for a better employee.

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Although my children are over the age of 6, I still have trouble with childcare for afterschool. The \_\_\_\_ afterschool program is very expensive and not very flexible. I continue to try and work around this problem and I appreciate being able to work flex-time to accommodate.

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Raising children is vastly more important that working. This question of child care for working mothers tends to trivialize the importance of motherhood. Being a mother is a FULL TIME JOB. A far wiser approach to this question is aid for re-entering the job market after the children are grown.

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## *Table 28 (comments)*

### *Additional Comments*

In my work on various Laboratory employee committees I have often seen references to the difficulties of finding good, convenient child care in Los Alamos. I realize that the Lab doesn't want to compete with local childcare businesses, but I have heard enough to surmise that there is plenty of desire for Laboratory-provided child care centers. Moreover, I think that the Lab should be doing everything it can to provide onsite centers for breastfeeding. Endless studies describe the long-term health, intelligence, and psychological benefits of breastfeeding. Healthier children mean less parental absence throughout their school years. (Also, get rid of the pictures of bottlefeeding mothers in health care publications.)

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I think if the Lab wants to compete for the high level top performers we need to accomplish the mission it is imperative that we have a Lab sponsored facility for day care. Most large organizations (all DOE facilities) have on-site or near-site daycare facilities, why are we always lagging behind when it comes to our employees needs!! I know we have been worried about being good neighbors, but I think we need to balance that with being GOOD EMPLOYERS!!

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Unless it is offered as part of a cafeteria benefits plan (in which people not needing/wanting child care can opt for another benefit or equal value) or is FULLY paid for by its users, I am NOT in favor of LANL providing or arranging for the provision of child care services.

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Mildly ill children should not be left alone. The best preference is to have the child stay at home with one parent. This has been an issue in my family of three boys over the last twentyone years at Los Alamos.

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I have children, but the youngest is in high school, so all of our child care problems are behind us. I answered above as if I have no children because I don't know what current problems are. I can say that my biggest child care problem when my children were smaller was in summer care for school-age children. We hired high school students to babysit for the summer, but we had mixed success.

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I answered questions based upon my current situation. If LANL had daycare available when our child was younger, then we almost certainly would have used it. We are planning to have more children and unless the lab follows through with its plans we fear we will have some of the same problems we had in the past (availability, reliability, poorly trained providers for most options.)

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#### *28. Additional Comments:*



## *Table 28 (comments)*

### *Additional Comments*

On-site child care (and related things like designated breast-feeding facilities) are valuable in terms of recruiting, raising productivity, boosting morale, committing to diversity, and building a quality workplace. Why are we two decades behind on this?

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Part of the problem I'm encountering is not knowing where to look for childcare, or what to look for in terms of licensing and accreditation. Some kind of education for first-time parents on types and costs of care, as well as where in the area care is available would be very helpful, as well as a clear explanation of our maternity leave and family leave benefits. I've had a very hard time finding info to guide our search; word of mouth is important, but very inefficient.

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It is important for working mothers to have child care in order to perform a good job without the worry of child care.

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LANL NEEDS CHILDCARE!!!!

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Children that are raised in day care end up not learning the true values of life, they end up bad kids. they deserve a mother or father with them in there young years. For one thing they learn that there parents care more about them than there careres

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The cost of childcare must be fair to the employee. In particular Single Parents. I don't believe what one of my supervisors once said to me is applicable, "Well you don't need a equal raise to your peer, you can always get married to increase your salary."

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I am not a parent yet, but anticipate on having children in one or two years. It would be wonderful to have a child-care center here at LANL.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

Listing of current provides in my area. Up to date training for providers (CPR). Prefer non-smoking providers

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From the survey, it seems that you are focusing on children ages 6 and below. You're missing a whole group of kids who are older than 6, but are not ready to be left at home alone. What about after school care and Wednesday afternoon care?!

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This is a need that should have been addressed YEARS ago!  
The Lab needs to move forward and take a firm stand on child care---and not be intimidated by the VERY few child care providers in the community.

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Child care is a significant issue effecting everyone, from the child to the employer. We don't even know what the long term consequences are of unsatisfactory child care, but I am sure we could hypothesize. The effect that this kind of stress has on a parent is encompassing to all areas of that individuals life. We need to consider more flex schedules for parents (not the routine 8 to 5 or your fired ), and drop of care for them to get in a workout several days a week. It is too bad people have to put there children in care in the first place, for it to be in adequate is a crime.

---

My wife and I decided years ago that we both wanted to pursue our careers. For that reason we decided not to have children. If either wanted to have children then our decision would have been to raise the child(ren)ourselves and not depend on child care. We have witnessed the affects of an outside party rearing children. They don't always share the values of the parent and sometimes can lead to devastating results. We do not believe child care is the respsnibility of the employer -- it is a parenting responsibility.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

Again, I believe home daycare is the way to go. I can provide a learning environment for my children at home. I want them to be safe and happy at the daycare. I don't expect my caregiver to teach them. I am lucky enough to have a lady who has raised her own children, all college grads or firemen, and she provides a loving 'family' environment. The paper is full of ads for daycare at home. Of course references are a plus and I tour the home first. I feel safe with my children tucked away in this home. Given the news of recent days from Los Angeles and the shooting at the camp there, I feel even stronger that I have made the right choice. It takes a little more effort getting my child to and from school but it is also worth it. Schools here also provide before school care in the gym with local church volunteers supervising the children. You can drop your little ones off before school as early as seven and you aren't late for work. Hmmm? It takes a little investigating and a little work but you can do this. I am single and I work full time, get my kids to school/daycare and still have them in sports and other activities. My job work doesn't suffer and we are happy. Los Alamos has to be one of the best places I have lived as far as being 'kid' oriented. There are so many options and activities. Check out the \_\_\_\_\_ and the schools lists of programs. I came out here from the Midwest-Illinois, and I am so glad I did...

---

Once again, I remain concerned about school age children, 6th to 9th grade.

---

PTLA, and in some cases JCNM and LANL, requires their employees work shifts to accommodate the need for 24 hour staffing. Many of the employees face hardships trying to find adequate child care for their children when they work the off shifts. A centralized child care facility, staffed 24 hours daily including weekends and holidays, would be an incredible benefit for employees working shift work. In addition to benefiting LANL or contractor employees, this facility may be of benefit to others in the surrounding area that work off hours outside of LANL, and have difficulty finding proper child care. This may not be feasible at this time, but may be something to be considered in the future. Although funding may be more difficult for an outreach type of facility, it could certainly benefit the community at large.

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I would like additional info on care for school age children. We find ourselves with similar problems. Thank you!!

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## *Table 28 (comments)*

### *Additional Comments*

Daycare in LA has a monopoly and therefore little reason to be customer friendly. I have worked in daycare centers in Okla. when I was younger, and I find the "take it or leave it" attitude here appalling. There is no effort to make it easier for the parents, and the quality of the programs compared to even places like Sante Fe is overpriced for the bare basics that your children receives. My son used to get stomach aches when he had to attend the Ark, and he made himself throw up at the \_\_\_\_ Canyon program so I would have to come and get him. He currently goes to work with his father every day to electrical constuction sites (which can be quite dangerouse for a child) because there is nothing suitable for an 8 year old here. (However, he has always been fine at Barranca Mesa school and enjoys going).

---

Child care is an important issue here in Los Alamos. Costs of child care are exceptionally high. I think that parents belive that in order to get quality child care services, they have to pay a lot of money. I also believe that some parents also see child care as a means for their children to get a jump start on their education. I do not believe this is the purpose of child care organizations. Child care should be a service that will allow the children a place to be cared for while the parent is at work, not a place where 3 year olds are taught to read. Proper socialization skills rather than mathematics should be the focus. Unfortunately since parents want their children to be the best and brightest of the class (even at an early age - I have seen parents push thier children too much to be healthy for the child), so if LANL Provides a child care service at reduced cost to the parents, if LANL does not provide enough educational stimulation (as seen by the parent), and only provides "babysitting", parents will not use the company service, and will continue paying higher costs to the services that do. This train of thought is very warped in my opinion because parents are not taking the time and responsibility to teach their children themselves. The expect the child care organizations to do it for them. Overall I believe a company child care service would benefit the LANL community for those parents who really have a hard time finding quality, affordable child care in Los Alamos.

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Summer care and "Wacky Wednesday" care for young school age children would be nice. Our alternative is the activity center or letting

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## *Table 28 (comments)*

### *Additional Comments*

My children are older now, the oldest is able to care for the younger during the summer months. During the school year I work until 4 or 4:30 so that they are not alone after school for more than one hour. There seems to be a lack of childcare options for children over 8 years old. What was available at the time my children needed it struck me as a holding pen atmosphere. There is also the assumption, as evidenced by the questions on this survey, that a spouse or significant other is also available to support the child. When my children are sick, I am the only one who is available to stay with them. When they were younger, I could only afford to send one of them to day care at a cost of over \$400 per month. I had a paycheck of @ \$370 per week. My oldest child was cared for (free) by a neighbor who stayed at home with her own children. I have run into the attitude in this town that everyone and their spouse works at the Laboratory and therefore daycare charges accordingly. Not true.

---

It is my strong opinion that LANL should get into the daycare business. Having a child (or not) should be a conscious decision based on one's commitment to the child not to the employer. I disagree with the notion that we should strive to minimize lost work days due to childcare issues. Caring for one's child is much more important a job, whether the parent needs to take sick leave, vacation, or unpaid family medical leave.

---

We have no family in the area. All of our friends work, So, Family or friends is out of the question. My child is 7, therefore does not fit into many of the questions above.

---

The overhead burden is already too high to be sustainable. No LANL-managed child care programs should be considered if there would be an adverse impact to the overhead burden rate, that is, unless corresponding overhead budget cuts can be made elsewhere. Childcare service is best provided by the private sector. Let's not try to patch over the critical problem facing Los Alamos, lack of affordable real estate, both residential and commercial. Young families already cannot afford to live here, childcare businesses most likely cannot be profitable, and all because of the limited land available for development. The solution is for LANL to release land to the community. A good start would be for LANL to move all of its operations out of downtown Los Alamos and out of the old school buildings. When rent drops, childcare businesses might be able to enter the vacated space and perhaps even be profitable.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

Again, I believe home daycare is the way to go. I can provide a learning environment for my children at home. I want them to be safe and happy at the daycare. I don't expect my caregiver to teach them. I am lucky enough to have a lady who has raised her own children, all college grads or firemen, and she provides a loving 'family' environment. The paper is full of ads for daycare at home. Of course references are a plus and I tour the home first. I feel safe with my children tucked away in this home. Given the news of recent days from Los Angeles and the shooting at the camp there, I feel even stronger that I have made the right choice. It takes a little more effort getting my child to and from school but it is also worth it. Schools here also provide before school care in the gym with local church volunteers supervising the children. You can drop your little ones off before school as early as seven and you aren't late for work. Hmmm? It takes a little investigating and a little work but you can do this. I am single and I work full time, get my kids to school/daycare and still have them in sports and other activities. My job work doesn't suffer and we are happy. Los Alamos has to be one of the best places I have lived as far as being 'kid' oriented. There are so many options and activities. Check out the \_\_\_\_\_ and the schools lists of programs. I came out here from the Midwest-Illinois, and I am so glad I did...

---

I feel the best child care is provided by the family. My spouse and I have supported this approach by one of us staying home to provide child care while the other works outside the home. We prefer not having other people raise our children. We realize this isn't always possible with low income families, but we believe it strengthens family ties and reduces social problems children face while they are growing up. It also prepares them to better handle social problems.

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School age children - programs that support before/after school are as important to me as infant/toddler/pre-school are.

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Did not cover childcare for older children. There are too many older kids being left at home alone after school.

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I realize many families need two incomes to survive in this county. We have always been on the border line on this situation- one or two incomes needed. I realize that finding child care can be difficult. We have at times in the past provided child care for others we knew well, and the care benefited both parties. I would personally be hard up to use anything subsidized for child care.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

We do not have children in daycare. It is not that we don't want to. My wife would like to attend UNM and/or its branches to finish her degree. But the waiting list at on-campus facilities is over a year. We were on the list for ABQ campus for over a year, and moved up three slots in that time to #24 on the waiting list! We want our kids to be close to us during the day. It is important for us to be able to check up on them in a moments notice. That option is not available to us. Further we don't need full time care, just part time. Given the demand in this market, providers can afford to ignore people like us because there is such a long line of people willing to pay for full service.

---

I've had problems where current provider can't take care of kids due to illness or vacation.

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Because of the isolation of Los Alamos, few affordable options are available for parents. If the Lab wants to be a scientific world showcase, more should be done to encourage young families to remain in the area. Housing is poor and extremely expensive, taxes are on the rise, and shopping is non-existent, why should young families relocate to Los Alamos when they can have more options in other parts of the country?

A child-care center in Charlotte, NC, provides live videocam access for parents to view their child's activity throughout the day. This also serves as a security measure that their child is being well cared for. This service could be linked through Netscape with password access for parents.

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I appreciate your interest in developing and implementing a program that will provide effective childcare for LANL employees. This is an initiative that should be of considerable value to LANL employees and their families. Is it feasible to extend this service to everyone, including non-LANL-associated parents, who may have an interest? Childcare is an important need experienced by most parents.

---

Though my children are older now when they were young the cost of child care almost equalled my salary. I think at the end of the month after paying childcare my take home was less than \$250. I also thought that the practice of having to pay whether your child was there or not was unfair to the parents. Essentially payment for services not rendered.

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I am single, no dependents. But, when the people I work with are unable to come in because of child care problems it affects my whole group.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

My children are 6 and 8 years old. I don't feel that this survey relates to the needs of elementary age children. This age group has after school care needs as well and they are not being addressed.

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It appears that the survey is only concerned about kids up to preschool age. We had few problems getting the care we needed during those years (Ark). We have had most of our problems with child care from kindergarten on (afterschool programs would be useful to us on an occasional basis when I or my spouse have work-related conflicts); summer care is a MAJOR problem for us since first grade -- there are few (none, other than UNMLA's kid's college for a week) opportunities for quality summer activities, even for half-days while my wife is at work. SUMMERS ARE TOUGH FOR THE PARENTS OF PRETEENS.

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I f we could have a moderately priced person to come into home for sick child care. We would all be able to get more work done.

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I personally feel that is LANL could provide an excellent daycare center with reasonable costs, it would greatly be appreciated. Especially for people that work off the hill and have to find childcare to fit their needs to meet with working hours with LANL.

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Los Alamos tends to have unaffordable child care providers. Rates are too high.

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Having a child in daycare in Los Alamos is like having children in an exclusive private school. You have to wait on a list for an opening in the better day care facilities, and there is no provision for working late, or working on weekends. LANL should establish and support 7 day-a-week, 24 hr. child care with a "drop-in" option. There needs to be creative after-school care also with school pickup. I think the cost should be tuition subsidized also because it costs more to have children in quality daycare (if you can find it) in Los Alamos than it did to send my children to New Mexico Tech.

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#### *28. Additional Comments:*



## *Table 28 (comments)*

### *Additional Comments*

I haven't had children yet, but from what I have learned about the limited childcare that is available in the area, there is a severe lack of infant childcare, especially from commercial (large) childcare. I am very worried about this, considering that the lab has terrible maternity leave. I was completely shocked to find that the lab basically only offered two weeks of leave (if you have disability) after being forced to wait a month to receive this. Considering that even Sandia offers a better package, I am concerned about this. Because of the lack of infant childcare, parents are forced to either leave their child with a possible substandard form of care (if any can be found at all) or stay home with the infant and face a cut in income and possible career damage. The lab needs to focus on remedying this situation.

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It would be nice to know how many children would be under the care of how many people. Do people prefer that they're kids nurture their social skills or do they prefer quieter nurturing. Potty-training is another big issue...most of the time if the child is not trained you can't get proper care.

---

I feel that an area that needs to be emphasized further is cost of service. Childcare in Los Alamos and surrounding areas is rather expensive. My spouse would essentially be spending half of her paychecks per month just to afford part-time childcare to enable my daughter to interact with other children around her age.

---

This initiative is fundamentally evil. The damage you are preparing to create is immeasurable.

---

This survey does not cover after school for kids with the age group of 6-13. I still pay child care for before school and after school. Both my husband and I work up here in Los Alamos, and our kids go to school in Santa Fe. So I am sure that there are other individuals with this same circumstance, either in Los Alamos or other surrounding communities.

---

You did not discuss modified work week, and how child care centers will increase their hours to meet these demands. You also do not discuss flex time. If the Lab were more willing to deal with flex time, children could spend more time with parents and less time in day care. There also seems to be an unwritten requirement that managers work overtime, effectively preventing those with small children from being managers. There is also no discussion of 24 hour care if both spouses need to be on travel at the same time. I did not see any discussion of on-site daycare; that would help some, but is not a requirement in my view.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

I believe that a company based childcare facility would help raise the morale of the employees . Company based child care has the ability to make your employees better by allowing them to be more at ease at work. When a parent does not have to worry about their child this allows them to be more productive at work.

---

For us this all comes about 10 years too late. Even so, one flaw in this survey is that it seems to presume that child-care issues largely go away once one's children are old enough not to require adult care. THIS IS NOT CORRECT. An unsupervised teenager can get into at least as much trouble (albeit, of course, of a very different kind) as an unsupervised toddler -- and my 15-year-old son, taller than his mother and starting to drive, is still (until age 18) my \*child\* for whose wellbeing I am still responsible.

It would be useful to expand on this to address a broader spectrum of dependent-care issues.

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Consistency is important. Most things can be worked around if the care is quality and consistent.

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Why are we so far behind in Child Care?

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1) Question 1b should include an "n/a" answer, as not all of us have a spouse or partner  
2) It is great that this survey is being done again!  
3) In the future, include afterschool care - it is hard to find and what is available isn't necessarily the right answer

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After school care for grade school children was not covered.

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We have 1 child; he is 14 and about to enter High School. A majority of these questions do not apply to our current situation.

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The default questions on this survey all seem weighted toward increased need for childcare. Even if this is not an intentional bias, I would still question the survey's validity, especially if the results indicate increased need for childcare.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

It is the family's responsibility to take care of their children, not the labs'. The lab is very generous with sick leave, emergency leave and vacation, far more than industry.

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The survey does not ask what users and recipients would be willing to pay for childcare services. Nor does it ask if they expect the lab to subsidize it, or if they would be willing to \_\_\_\_ all the costs themselves.

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I think that LANL's involvement with the assistance of adequate child care would prove extremely beneficial to single/both parents that are employed in the Los Alamos area.

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With the mild illness question, I feel very strongly that one parent should stay home. When my other two children were very small 2 years and 3 months, I quit my job at LATA because I wasn't pleased with the daycare they were receiving. Parents do have choices and as with every other choice, comes good and bad. I'm not sure we've made the right decision to both work full-time and I am in the process of hopefully correcting that situation. Ultimately the parents are responsible for their children's safety and health. If the lab would participate in an onsite daycare program I believe this would help the morale and productivity.

---

I think that this form was repetitive. I think that when you get the results back from these surveys that you publish them on the web. I have filled these out in the past and nothing has ever come of them. I think that LANL should seek some form of childcare to provide for their employees. Right now we don't have a choice of the type of education that our children get, due to the prices of childcare. We are forced to settle with schools that are close to family members so that we have some sort of supervision over our children. There is no help for us single parents, that the other parents does not help with these costs.

---

My children are grown and therefore I have no need for day care at this time. I do believe day care is important to the lab and support any efforts in this area.

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I feel that the Lab addressing issues such as this will show a concern for employees and eventually make this a much better place to work.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

My sister-in-law is in a state program which oversees, trains, and provides support for her baby-sitting services. I think any person should be allowed to enroll in the LANL program to provide our employees with more selections.

---

It is great that you have this survey going on. A lot of my friends who have children have had problems placing their children in child care.

---

The laboratory is supposed to be a National Laboratory not a daycare facility. People need to put their children first and take responsibility for raising them. I realize that there are situations that require people to work and have children in daycare but I believe most people choose to work and have their children raised by someone else. It is time that priorities be put in order by folks and do what is best for the children. When my children were small my wife stayed home and raised them and we tightened our budget and made do with what was available.

---

Many of the questions you asked and excluded me from I believe are applicable to me because I am anticipating having children. Careful thought is going into my planning of which the questions you raise are a part of.

---

Was this survey validated? Was this survey professionally developed by trained experts in survey instrument development. The survey seems biased and skewed towards particular outcomes. As a parent of young children I believe the Lab is currently quite accommodating. Los Alamos as a community does not seem to me to be meeting the child care needs of the community. When my children were pre-school age, I used several local child care facilities, but found that Los Alamos options were very limited. The \_\_\_\_ Canyon Day Care Summer program was creative, lots of fun for the kids and affordable. We could use more summer and after school programs along those lines.

---

I do not believe that LANL should run a child care center. It might provide space for a private provider at a reasonable rental rate.

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I do not plan on having children anytime soon, but do feel that child care is an issue here at the lab.

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I've waited for a childcare facility to be established here at the lab for years, and don't need it anymore. I do think it would help with last minute call-ins from employees and increase moral.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

Child care is available in town. Sick care is not.

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THE PRIMARY RESPONSIBILITY IS FOR ONE OF THE PARENTS TO CARE FOR THEIR CHILDREN. WE HAVE GOTTEN BY JUST FINE ON ONE SALARY.

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Although my children are now grown, my early years at the Lab (I came to the Lab in 1981) were heavily influenced by the lack of what I perceived as adequate child care alternatives. The final outcome of this situation was that my wife never returned to the workforce even though she had a masters degree in chemistry.

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It didn't seem that this survey took into consideration the many single parents who have that one more difficulty that parents with partners don't have. No one else to help with childcare and finances. For one example, see question 1b.

---

Currently my children are of age not needing the child care being described. I was working here at the Lab when I did need child care for three. I feel it is most important for parents to have something better available. I wish you good luck with your survey and hope for a beneficial solution for parents of young children.

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I feel that single parent households have a serious strain put on them with work and day care scheduling. I also feel that this need is largely overlooked.

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LANL and really DOE needs to START to be a good neighbor and help the communities that it impacts more than it does in all aspects. Los Alamos for all purposes is really still a closed city because of DOE.

---

One of our concerns about where and when we have children, and whether we both continue working is very dependent on the ability to find SAFE quality child care. It is obvious that stress in a high stress environment certainly isn't relieved in any way when you feel the need to worry about your children and who is taking care of them as well.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

LANL employees alot of mothers and fathers. The child should not be put into daycare when the child is not feeling well or a situation comes up that the parent is needed to be home for the child. Children need their mother or father home with them a lot and LANL should be proactive in supporting that the family over lost dollars in workdays.

---

Although, I answered no to question 5, I gave a response to question 6 before I realised that I should have skipped down to question 22. Your survey might also have wanted to know how those of us who coped in earlier years with the questions in the survey that we were asked to skip. It could be enlightening to find get those answers.

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Possibly, you could have asked about those of us with teenagers who have to take time off from work for doctor and orthodontist visits, because the hours are limited for these practitioners.

---

I have children but they are grown up. However, I have a coworker with children and I know how important it is to have the right childcare for them. I think the Lab should definitely get involved in setting up childcare for its employees' children. The parent(s) will feel more comfortable knowing their children are close by plus I think productivity will rise because they won't be so stressed and they won't have to take so much time off.

---

I am not very happy with this survey at all. It assumes that the only persons needing childcare is those with children under 6 y/o. I had many issues and needs during my childs kindergarten year. Personally, I do not find home care stimulating enough or safe enough for my children, which only truly leaves the Y. The Y is very rigid. It has been allowed to impose many restrictions and fees. Considering the many families that come and go here and needs their services, I feel that the families that choose LA as their home take on the burden. There are many activities available for children 1st grade through 6th. I would like my child to have the opportunity to attend many of them. My husband although works nights is a volunteer mediator and Domestic Violence Responder for Los Alamos County therefore I must have flexibility with childcare without the worry of being hit with \$25.00 fees every time I must change the schedule. Or suffer the choice of pay full price for half the time. Another area I would like to see fulfilled is structured activities for children 7th grade thru 8th. I do not feel my 13 y/o needs "childcare at a daycare facility" but there is no daytime camp for this age group in LA. The activity center is fine, but the children are allowed to sign themselves in and out - so what is the difference -- when I'm at work, I don't know what he is doing or where he may be! 13-14 is still too young to be left alone, vegging out with computers, tv or video games.

---

I am lucky to have a good care provider - for the moment. If she moves I will be stuck and have to take vacation until I can get another provider. My projects will just have to wait until I can find a slot, I have no choice.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

15 years ago when I first needed child care, the same problems existed, and at that time the Lab was "thinking" about trying to do something...it's about time for that "something" to happen.

---

Our biggest problem w/ child care is the lack of affordable and interesting after school activities. Our kids are 14, 12, and 9 and have nothing to do, and now where to go after school. There is a definite lack of facilities in White Rock for kids 10 to 15. The Parks and Rec department, schools and county have concentrated on providing facilities and programs for small children but have neglected the older kids. We have approached the county council and parks and rec department on this issue a number of times, but nothing seems to happen. There was some talk of building a skate park in WR, but nothing has happened. This would satisfy the needs of a large number of WR kids, and is supported by the community.

---

I strongly believe if childcare can not be provided at home that it be provided by private daycare. Private daycare is in most respects best able to supply the particular needs of children and parents. Childcare supplied by LANL must necessarily compete with private daycare on a subsidized basis. This is unfair to private industry and should not be allowed. I do not support this initiative.

---

I think you should also address the needs of 7+ year olds. It is difficult to acquire suitable care for pre-teens who are really too old for programs targeted to younger children, but too young to be home alone. Thanks

---

I have a child who is 6 and starting 1st grade this year. There are still childcare issues with kids in up to 6th grade due to the 1/2 day Wednesday arrangement. We may not need as much help but it is still a problem.

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Before and After school programs or provider availability for older children (example 7 - 12 yrs old)

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Employees end up missing work due to the lack of adequate child care.

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The Lab contribution should be used to subsidize some of the costs of private child care. Far more effective use of funds available.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

The lab should support community child care but should not be a child care provider. The lab should provide a work environment that enables parents to be good parents and still be good workers. This includes flexible time schedules and tolerance of the needs of children (especially but not limited to young children) and how those needs impact parents.

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Lunch should be provided on a more regular basis. (Often, parents are obliged to provide the lunch for their children; choice should be given to either provide lunch or not.)

---

You seem to have forgotten the before and after school kids. We see a larger number of "free roaming" kids that both parents work.

My survey probably does not count because our kids are school ages.

---

The community should solve this with the help of local employers. It's not a LANL problem or core competency. If we can contract out the Cafeteria, we should do similarly with child care. It's not an employee right

---

I worked when my children were born and have continued ever since. At that time (from 1975 onwards) there was NO support for working mothers at all. In general it was frowned on. Help would have been much appreciated. But especially when I had to go on travel. Anything the lab can do with overnight care to support the travelling working mothers would be much appreciated by many.

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## *Table 28 (comments)*

### *Additional Comments*

Childcare here at LANL will be very practical.

Save time and money (hopefully, it wont cost as much as a babysitter).

If the child/children were to get sick, the parents will be here at LANL/Los Alamos.

The parents can go visit the child/children a noon, if they are allowed.

(I am a grandmother)

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It would have been nice to see a sentence at the top of the survey that said LANL employees assigned to the Nevada Test Site need not respond.

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If LANL provided child care at a resonable cost at a convient location it would solve my childcare problems.  
I am a student intern and childcare was the hardest part of my job at LANL.

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I recognize that quality, affordable child care is difficult to obtain. It would be ideal for the Laboratory to offer Child Care on-site - providing opportunities for parents to see their children during lunch times, etc. Cost to the employees that do not have children needs to be considered.

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I believe childcare needs should be addressed for those of us who live "off the hill" not just for Los Alamos County Only.

Having good childcare options means less absenteeism. The Lab should also consider some type of work-at-home option.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

My children are older now. I mostly have a need for before or after school daycare. I would prefer to have someone in my home in the morning so I could go to work very early and come home when the kids do.

---

Please do something.

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This questionnaire seems to be lacking a great deal in form and explanation or ease of reading. The questions do not seem to converge. Many questions did not contain an appropriate response such as N/A which could apply to many people myself included. I stopped half-way through because much of the questions were diverging away from my families actual situation and I did not see a way to converge it to a correct status with the remaining questions. Many of the questions seem to assume that if a person has children that they have had to use child-care. There appear to be no questions (or if there are - not enough) about possible child-care needs that parents may have when they have child(ren)6 or over in age.

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This survey ASSUMES that one is using outside of the home childcare. This is unfortunate in that it biases the results since many of the questions are structured so that no answer is appropriate for families with a stay at home parent. Many families make the choice that one spouse will stay at home to care for the children. This is not a second alternative but a CHOICE! People are doing this because they believe it to be the best way to raise children. To have the lab sponsor childcare is an unnecessary expense that only hurts these people in the days of limited resources.

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Please do something. Have a child care facility.

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Flex-time might be a considerable option for parents of older children who are latch-key or on LA School schedule with "common planning time" -

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

We are all aware of the cost of living and how most families have both spouses working. I believe this has contributed to the deterioration of the family and family values. Providing child care for working couples contributes to the further alienation of the parents and children. People who choose to pursue careers rather than pausing to rear their own children should think twice before conceiving. Having decided to have children, parents should recognize the importance of the parent/child relationship and arrange their careers so that children are brought up by a parent, and not a surrogate in a child care center. Perhaps they should change their lifestyles and consumption habits in order to provide, not only for the physical needs, but, more importantly, for the emotional needs of their children. If both parents insist on pursuing their careers, then the choice of child care should be their own responsibility, not the employers.

My wife is a teacher, so child care has not yet been a problem. However, the lack of available care has caused her to stay home during the next school year. We were unable to secure day care for our infant.

The survey does not seem to adequately address school-age children who are not old enough to care for themselves without some sort of adult supervision.

Should apply to kids in 1st through 6th grade as well.

YOUR SURVEY IS INVALID BECAUSE IT HAS ANSWERS SELECTED AS DEFAULTS. I THINK YOU NEED TO REDO SURVEY, TAKE OUT DEFAULTED ANSWERS AND ADD SENIOR/ELDER/HANDICAPPED FAMILY MEMBER TO YOUR SURVEY!

The opportunity for parents to visit and play with their children at the day-care facility is important. Multiple sources say that children do much better if one or both parents can spend on average one hour, a few days a week, with them while they're in day care.

I think that the Lab should come up with a daycare ran by the lab itself, for the lab employees. Build or have a daycare close by for the parents and children. Maybe even have Highschool co-op students to take care of the children. I am presently a Highschool Co-op student at the lab with HR-5. My last resent job was at \_\_\_\_\_ Montessorri School, ages 6 wks to 4 1/2. I have experience and would love to help out. There should deffinently be a childcare program though. that would be great!

#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

I have an 11-year old who, I feel still requires child care services. She attends an after-school program, but is mildly bored with this program.  
I would prefer she have the option of attending various facilities, such as the activity center in White Rock or perhaps the Teen Center in Los Alamos, however transportation is required for these options.  
I would like to see the county offer after school bussing for various extracurricular activities; there is NO bussing for the Chamisa school district.

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The two biggest problems I have dealt with are high cost and my child begin sick. In order to be able to have some maternity leave it was necessary for me to use up most of my accrued sick time. I must keep my son home for a mild fever, runny nose, diarrhea, etc based on the day cares rules and I find I often end up using vacation time to be able to stay at home with him. It would be wonderful to have a place to take my son if the only reason he is begin kept home is a minor one, such as having had a slight fever in the past 24 hours.

---

What about a lactation center? I am fortunate to have an office with a locked door to pump milk in, but I feel for the women who have to pump in the restroom. YUK!  
It is the same concept as fixing your lunch in the restroom.  
Please consider!!!

---

Please consider looking into afterschool care. Children under age 13 in this town are not permitted to be left alone. If they make a mistake, you get arrested for child neglect.

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It would be a disservice to the communities if the Lab started running its own childcare centers. It should, instead, contract with local businesses but definitely not start its own.

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I am a secretary and the cost of summer care for my 6 year old is \$75 per week. The only care for this price here in town is County run \_\_\_\_ Camp. The children are not enrolled for the whole summer but are enrolled only upon payment for each week. The monetary competition is high to fill these limited slots. Ironically, the people with the most money to reserve space for the entire summer, get the cheapest childcare in town. I missed two weeks of childcare at camp because the slots were full a month in advance. That's \$300-\$900 up front that these people are coming up with. This is a substantial cut into my pay and something I could not afford to do. During the 2 weeks I did not have care, I had my 13 year old babysitter watch my child and the other time, my neighbor, who stays at home with her 1 year old, will watch my child. It is always a stress in my life to find care for my child.  
I think that summer care for school age children should be addressed as well.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

Even though we have elected NOT to have children, I think that it is important for the society to take good care of the ones we already have. (Probably too many.)

The lab will work better if it is involved in a way that every one understands. In particular, there should be liberal rules for employee time allowed to get kids to and from child care. At the same time, these rules should not be abused to the point where the work of the lab suffers.

---

What people don't understand in this community is that not every one at the lab makes good money. In a case like mine where I am divorced I find it very hard to make ends meet and I am currently trying to sell my house and will have to move into an apartment or move off the hill in order to be able to pay my bills. (Ain't life grand)  
In Albuq. there are programs for people that need help. It seems to me that with the high average income per household in LA that some of the taxes we pay could help with this. But I don't really know how these sort of things work or tie together.  
Thx.

---

(1)You gave no slot for "no spouse". Am I the only person to have sole custody????  
(2)For "summer care" my kids are in county run programs, you gave no box for that. Why???  
(3)Why did you only list "Licensed childcare center"? What about unlicensed which many of us have had to use?  
(4)It looks to me, from your questions, that you have already made up your mind as to what you want and are now trying to justify your intended reactions/recommendations.  
(5)Instead of giving a few choices with no place for answers that don't meet your preconcieved ideas, why don't you just ask, "What problems have you had" and "What solutions do you need"???

---

I do not want pieces of MY benefits being siphoned off to those families that can't arrange day-care in a free market. The long run effect of government/lab managed care will be to "dumb down" the market to whatever level some bureaucrat finds acceptable, and THEN, for concerned parents, they will have to pay twice (just like now in the case of schooling), once in the "benefit" that they don't want to use, and once again to pay cash for the service that they want to use.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

Two Items;

1)Please note that the first childcare survey I filled out at the Lab, these questions were much more pertinent to me. I have four children. At the time of the first survey, I had a child in preschool, two in grade school and one in mid school. That "mid schooler" gave me my first grandchild this summer. It is time the Lab stop talking and started doing! UC campuses and DOE all have addressed this situation YEARS AGO.

Second concern: Breastfeeding mothers. UC Davis has several "breastfeeding stations." These are separate areas in restrooms where nursing mothers can use supplied electric breast pumps or use their own pumps. The stations are also have with refrigerators. Each time a restroom is renovated or build, UCD ensures that a breastfeeding station included. Dennis Shimek, Vice Chancellor, UCD, would be a good contact for more information.

We have lots of moms here; this would really help them to be able to continue to work and breastfeed their babies, something that doctors now recommended they do for 6 months to a year. This ensures healthier babies (and less lost work time for mom or dad).

There is a local La Leche League in town; there are many former and current breastfeeding moms here. Fill a need! Be a hero! If we have room for the OSHA "Fainting couches" (no longer an OSHA requirement), we have room for these stations.

---

One complaint of Commercial Daycare centers is they assume parents live in Los Alamos County and that both parents work for LANL. Also they assume, as you did in your survey, that all parents have a spouse. Some of us are single mothers (or Fathers) trying to care and work and the daycares in LA county only follow LANL schedules. Also, those of us who have had to move from LA County because it is too expensive to live in this county need the centers to open before 7 am

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Don't forget about after school care for elementary type kids and all those kids <12 years old.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

A glaring error in 1b: you failed to list a choice of "NONE." Many people are raising children of all ages with no partner, as I did. Of those, many do not have family members available to help with child care. There are many others who are responsible for arranging child care for a child that is not their own.

Question 26 also does not reflect reality. Those choices are not available. You take what you can find.

A year ago I became responsible for paying for child care for a "virtual granddaughter," age 10 months. I continued that responsibility for about 9 months. Our experience was that she bounced from family care to licensed care, or whatever was available. When neither was available, one of her foster parents or I stayed home to care for her, taking sick leave or vacation.

As I'm sure you know, the best possible solution for parents (and other child-care givers) and their children is to have on-site child care including provisions for minor, short illnesses

Barring that, the Laboratory can do much more to increase the numbers of trained providers and coordinate the matching of providers and children according to location and other needs.

When I called to ask about providers, it was days before anyone returned my call. The number of providers listed was pitifully small. We finally talked an acquaintance into providing a family care situation. She was already taking care of a couple of her grandchildren, one a toddler and another in early grade school. When that proved unreliable, we talked another mother of toddlers into becoming certified and took our child to her. Between the two, we can usually find care, or, as I said, someone stays home.

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## *Table 28 (comments)*

### *Additional Comments*

This questionnaire doesn't really address my needs.  
I would like to earn enough money to allow my wife to  
stay home and care for my children, and do home schooling.

The general approach to child care appears to be to seek  
institutional settings rather than family day care. I believe  
this bias works against both women and children. The Lab should  
support family day care because it enables women to become  
independent entrepreneurs. Support from the Lab should be in the  
form of vouchers that allow parents to choose the providers they  
prefer, rather than investing money in the construction of "day  
care centers," which only create low-paying jobs that are treated  
as menial. Child care is a profession, and should be treated as  
such. Children need families and family-like settings (not  
"villages"). Trusting children to institutionalized settings is  
like having butchers perform brain surgery.

---

I am very concerned about the quality of after school care available. I feel this is equally important as the issue of  
child-care for children 0-6. I realize the lab can not tackle all the issues at once, but I would not like to see all  
available resources committed to the younger children and nothing done for our children ages 6-12. I hope a  
similar survey comes out soon to address the 6-12 year old age group.

---

I fail to see the difference between the lab providing access  
to food services (i.e., a cafeteria) on lab property and the  
lab providing access to childcare on lab property. Both would/  
do compete with community businesses, and I don't think that  
there is any way that the business a lab-located childcare would  
generate would remove significantly from the community's child-  
care business. This is definitely true in town at lunchtime  
with regards to food service (try getting a table in any of the good restaurants in town  
at 11:50), regardless of the amount of business that the  
cafeteria is doing. The only child care businesses that would  
lose out by there being a lab-located childcare business would  
be the ones that aren't providing quality service and have only  
survived thus far because of the overwhelming need for child  
care in the area.

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#### *28. Additional Comments:*



## *Table 28 (comments)*

### *Additional Comments*

You have ignored a VERY important group of children in your survey -- after school children. There are very few options that I am comfortable with to meet the needs of my child in school. There are daycare centers that have after school programs. However, they only go up to a certain age level (e.g., such as 4th grade). Beyond this age, there are essentially no options that I consider viable. My son is in fourth grade this year and I do not know what I will do next year. Transportation to and from school to daycare is another major problem -- everyday is different, depending upon the days activities. The school system does not provide appropriate bus services. LA Bus is sometimes an option, but they are not always reliable and often combine routes so that my child spends significant time riding LA bus.

---

The daycare situation is very tight. There is no backup for dropin's or situation where our current provide is unavailable. Additional hours in the evening after 5 pm for "emergency" times would be GREATLY appreciated! Our most difficult time was when Nicholas was born as we were unable to find an opening anywhere. Based upon this we are sharing a nanny with another couple. This has worked well, but we didn't think we would be able to find care and would have to not work.

---

The daycares in town are not flexible or extensive enough in the service hours offered to accommodate the schedules around here. I am going to be involved in daycare this year with my granddaughter because of this. I also know how difficult it has been for friends to find daycare that is managed to an established standard of care. Some of the stuff happening around town is scary because the people doing daycare are not licensed or accountable to anyone. Neither are a lot of them qualified to be taking care of children. This includes some of the people teaching at the established day care centers. There also seems to be a permanent waiting list to get any reasonably priced, safe, reliable day care.

---

I do not have children yet, but am planning to in the very near future. At that time, this will be very important to me. I know I will need to continue to work and leave my child in daycare.

---

As I previously mentioned, our aging parents.

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I understand that CHILD care is a higher priority, but I hope that someone is considering ELDERLY/ALDULT care also. Parents living with their grown children could also be a concern to Los Alamos employees.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

Thank you for conducting this survey -- I'm not sure my full picture is really addressed in this format, but it's a good start. I have a kid starting 1st grade, and another starting 6th, and have been here 3 years, working from toddler care through our current phase. The gaps are in the areas for my youngest child's age group, about to start 1st grade, and there's nothing in here showing the difficulty of coordinating care for kids who are in school but also need after-school care at a level above that of the Youth Activity Center and below a full daycare center approach. If he likes the \_\_\_\_ after-school program we'll be fine, but my daughter (now 11 years old) was in it for 2 years and refused to go back -- so while there are some things available, the lack of options can be a challenge if the first and most obvious choice doesn't work for some reason. That's the key here, I think, that if the one or two things available don't work for scheduling or personality reasons, you're pretty much out of luck. I have high praise for \_\_\_\_, the Youth Activity Center, the \_\_\_\_, and the county's "\_\_\_\_ LA" and "Wherehouse" efforts though, we're exploring all of them!

---

My wife provides day care for 2 grandchildren in addition to the grandchild that lives with us.

---

I can't stress enough how important adequate child care is needed in this area. I had not planned to work parttime, but until we can locate adequate, childcare that we can trust and depend on, this is what I will have to do. I just hope that my supervisor will continue to be patient and understanding with me because I do not wish to lose my job.

---

Why were there no questions regarding costs, such as how high an increase in overhead costs would LANL UC employees be willing to accept for funding child care services?

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I feel that this would a very good program for the parents that decide to go back to work. I'm hoping that they will include newborn day care as well.

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Our experience (elsewhere) when we had small children leads us to the belief that child care availability greatly enhances the work experience. LANL would be a more attractive place for younger workers if child care was readily available and not prohibitively expensive.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

As a single parent, traveling was a significant problem until my mother moved in with me. I don't know what workers from outside this area do when they are single parents and have to travel. Finding someone where your kids can stay after school at a reasonable cost is almost impossible. What happens when Mom has to go away for a week? This issue should also be addressed by LANL. Not as a service provided by LANL, but with a list of individuals or families who might be willing to provide "foster" care for children when their parents have to leave town for LANL purposes.

---

When my first child is born in March, child care is a very important factor in determining whether or not I will continue to work. My husband is a fire fighter and will have several days off during the week. I will only need child care for two to three workdays a week, however, if I cannot find sufficient child care, I may stay home full time.

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Thanks

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The hard part for us was finding daycare. We resorted to paying for 6 months in advance to just hold a spot. Now that we have it, we are satisfied with the arrangement.

---

Not sure how helpful my survey will be - as my children are grown and I was able to stay with mine when they were young. Knowing what I know about childhood personality development, I believe it is in the best interest of the child to be raised by 2 parents, one of whom stays with the child(ren) at least until school age. Absentee parenting is the cause of much childhood depression and acting out. Plus working mothers of small children are often very stressed as they try to do everything simultaneously. Perhaps an onsite nursery would help productivity the most, but still is not the optimum solution for the children who need lots of time and attention from parents to be adequately loved and cared for. (just my personal opinion). Sad, alienated kids become angry, alienated teens, n'est-ce pas?

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

Before we were married (25 years ago), my wife and I decided that our CAREERS would be our family - not our jobs. We also decided that whoever could best support our family would have a job outside the house. Since a staff member at the lab pays better than teaching, I have the outside job. The job is a method of supporting my family - not my entire life. I take my job very seriously, but my family does come first and always will. We also feel strongly that the most effective child care is given by someone with a vested interest in the child - not someone paid to watch many children. We have paid for this decision in that none of us have the newest, high fashion clothes, our cars are well used (both have over 150,000 miles) and we do without a lot of toys that other families have. But we do have some very great children. This brings up another question, if the lab/county subsidizes child care, can we claim some benefits even though we do not patronize a commercial operation?

---

You might query about the type of child care program of interest, i.e. \_\_\_\_\_, Waldorf, christian, etc.

Santa Fe is different than Los Alamos (obviously!). Most of the child care seems to be on the south side of town (5+ miles from my house on the north side). Our problem is finding a program we prefer (\_\_\_\_\_ or Waldorf) on the north side of town with openings.

---

LANL needs to take the link between childcare and retaining and advancing professional women employees seriously. I continue to be amazed at how we are forced to choose between career and families here at LANL. Work situations and benefits coordination (for two working spouses who want to share childcare) are not flexible. Stable, safe childcare situations are difficult to find. I also know that colleagues who work at universities or for employers in other states, such as California, have many more options. While there are always compromises to be made, they can find situations that work. I know that LANL is losing productivity not only from the time we have to take off to arrange (and rearrange, and fill in the gaps, and think about how much we are willing to compromise in terms of safety and provider training...) childcare, but also the time spent looking for positions elsewhere in the country. Is leaving LANL going to remain the only option for professional women?

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Thanks so much for reviewing this very important issue.

Thanks for your time and effort!!!

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

I gave up filling this out because it appears to only be focused on very young children.

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You didn't cover reliability, availability and honesty of care providers. You also didn't cover cleanliness of the home/facility.

You didn't give me opportunity to indicate problems in the past very well - but I entered it anyway. The problem is with care for children under the age of 3. My youngest just turned 3 and has \_\_\_\_\_d the child care nightmare for her former age group.

---

I think the childcare initiative is a great idea--long past due. I believe the Laboratory can and should take the lead in order to alleviate the problem of too few providers, aging facilities, and inconsistent care. Although my children are past the age where they need after-school care, I see this issue impacting many employees adversely. I'm glad the Lab and the WDWG is finally moving forward on this.

---

The two main problems are a shortage of decent providers for children under the age of two, and a lack of solutions (besides missing work) for mildly ill children. Working Mother magazine had an article within the last year about creative solutions for ill child care.

---

I think that this questionnaire might have benefited from the lessons learned from those who have older children and have overcome some of the obstacles presented, if they were, in fact, obstacles. We were able to raise three children (the youngest is still at home) in this community on a one technician salary without the Laboratory feeling a need to interject itself in their care. It can be done at a moderate cost with the resources available in town, if the children come first and the parents recognize that part of their job is raising their children.

---

This would be such a great idea!!! It's so hard knowing that my child is left at 7:00 a.m. barely awake to say goodbye and then picked up by 6:00 p.m. just in time for me to go home and make dinner. I think this would be really good because I would be able to spend time with him on the way here and back, possibly take breaks to go read him a book and play with him and probably stop to have lunch with him at least a couple of times a week. It would be more convenient for me in so many ways. Being there for your child as much as possible during their developmental years is very important. I am a Lunch Buddy volunteer and I know how it feels to make a difference in a child's life by spending quality time with them. I would love to see that same gleam in my son's eyes and know that what I do makes our relationship that much stronger.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

Please consider and include the local providers in your decision making process. Their experience is invaluable. They are a resource that needs to remain in the community, even if a LANL facility becomes a reality. We will remain with our current provider regardless, because they do such a terrific job. Helping to support current providers via "community outreach" is a great LANL opportunity.

---

Question 3 comments: I do not believe LANL should be involved in providing childcare because of its history, primarily by HR personnel, of extreme liberal, anti-family values policies. I do not believe it is proper for bureaucracies with this sort of philosophical orientation be given authority over children who are so vulnerable. I believe issues of child care provision should remain solely under the control of parents. I personally believe it is socially destructive for mothers to work outside the home when their children are young. I do not believe the Laboratory should be in the business of promoting this trend. I therefore am very much opposed to HR getting involved in providing child care for Lab employees.

---

One of the largest things that make me nervous about having kids in this town is the lack of childcare options. If the Laboratory could provide something, it would be of ENORMOUS benefit to myself and MANY other working parents. It is very common these days to have two working parents, and the Laboratory will of course benefit from two employees rather than one if one is forced to stay home. To meet the needs of this modern society, adequate and plentiful childcare is necessary.

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I have relatives that are expectant parents who have relocated to Los Alamos because they would like their children to be raised in a less violent place. And, of course, they have taken jobs either at LANL or as contractors to LANL because of increase in their salaries.

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Care for Children under 2 years of age is harder to find since most of daycare centers here only take children over 2 years old. For new comers in town, most people do not the sources or connection to find a private care provider

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## *Table 28 (comments)*

### *Additional Comments*

I would really like to recommend the Lab take child care needs of it's employees seriously. Too long have women worked and carried the burden of child care on their own shoulders. The work force has typically expected women to work like a man, talk like a man, even look like a man in some instances. It's time to admit that women can still be women (even women with children)and be as productive as anyone. I spent many, many years trying to balance a career with a family, with help from no one. We have never lived close to family. I believe it was often much more difficult that it should have been. There was always a lot of stress involved. It would be wonderful if the Lab supported an on-site daycare facility so parents could visit and be with their children over lunch breaks.

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Beyond the direct benefits of LANL involvement in childcare is the less tangible mes\_\_\_\_\_ of support for valued employees during their child-rearing years. For many well paid LANL staff the latter may outweigh the former.

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Just a note: Some of us have made daycare arrangements many months in advance and are now in the interim period awaiting beginning of service. I didn't want to slip through the holes in the survey, so I took the liberty of answering the survey from the point of view of 4 weeks from now when my spouse returns to work and our infant goes to a home provider.

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Great Survey, I wish we had something like this when my children were growing up. It is wonderful to see the Laboratary working with child care for it's employees.

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I currently do not have children but plan on having in the future, I think this would be a benefit for me as well as other families that work at the Lab. Great Idea.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

Most children under four or five and ALL children under three should be in a home setting. Some children do well in a preschool situation but many do not. It is very important for children to be in a nurturing environment and to feel special and loved. This is impossible with center based care. The lab has supported childcare providers along with UNM by offering workshops. Why not offer grants to help us create a more educational environment and to help us keep our small businesses going while we provide a nurturing environment for the newborns, infants, toddlers, and preschoolers of lab employees. This way they can feel secure in the fact that their children are well cared for and can concentrate on their jobs. Providers in White Rock and Los Alamos are close enough for the lab employee to be with their children quickly if they need to. Day care providers don't change from day to day like day care center workers. The children are secure in the knowing where they are going and who they will be with each day. They can have home cooked meals with the same people each day. Children need this consistency in their lives. With more support from the lab more people may be willing to provide child care which would help solve the problem.

---

I think a daycare center here at work for infants to school age children is what needed the most here at this laboratory. A after school program would be needed also. There would be great comfort knowing your children were close by.

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Your survey did not address the acute lack of afterschool care. My oldest child has entered public school, and there is very little adequate afterschool care available.

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You may want to consider that most of the daycare facilities in town do not let you drop off before 7:30 in the morning or pick them up later than 5:30. Even the flexibility for 7a-6p would be helpful.

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I have three children, all of whom need full-time or part-time daycare. Currently, I use facilities in Santa Fe, but it would be GREAT to have good options up in L.A.

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I feel that a single parent responsibilities and income are much greater than a married or couple relationship with two incomes.

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If LANL had a child care facility, use of it should at least have a nominal fee per child rather than being a free benefit.

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#### *28. Additional Comments:*



## *Table 28 (comments)*

### *Additional Comments*

We will soon require after school care and summer care. A Facility run by LANL would be terrific especially if centrally located!

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I believe quality of care, teachers (who speak well and are trained and certified) are important. Children mimic what they here and see. Thus a well-versed or someone who speaks clearly and reads clearly and has a good, consistent disposition is important. Play area size and age appropriate outdoor toys is important. Minimal traffic activity near the school and playyard is another factor to consider. Fencing is important. Appropriate bathroom facilities for children's sizes is important. Potty training is another issue. If a child is not potty trained by the time he/she is three there should be no problem with that child going to a facility. The teachers should be willing to care for the child and help him/her along with this process of learning.

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Currently my children are teenagers, but I would have loved to have some form of childcare when they were younger so that my wife could have continued in her career. Also, you need to address topics such as the impact of 10 hour/4 day weeks on child care issues both for small kids and teenagers. Getting adequate day care for a 10 hour work day is extremely difficult.

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My wife would have worked at least part time during the last four years if adequate care been available.

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Other large corporations have on-site child care - why has LANL taken so long to get on the ball!

---

this survey seem to target only preschool and younger kids what about young school age kids elementary school ...with all the inservice days, wacky wednesdays (every week school gets out at noon) school breaks , holiday breaks, summer vacation just because a kids in school doesn't mean they don't need care so would you send 2nd and 4th grader off to school and then let them spend a day at home alone because of school is out maybe some people would but I wont legally we have our kids for 16 or 18 years because of there decision making abilities ( could go into adult life for some) i look after my kids and so far they are real good kids. maybe thats why we have so many disrespectfull and troubled people in this world no one to take the time to be with them because of being so self absorbed in there daily work

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

CON: It would provide competition with available commercial daycare providers. The reason we do not allow retirees and contract employees at the Wellness Center is because the \_\_\_\_ felt that was a conflict of interest with their services.

PRO: I hope it would allow parents to "drop in" and ensure that their young children are being cared for properly.

PRO: It would allow parents to have easier access to their young children during the day.

---

get to work! and help!

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Would like to see some student tutoring and also homework help, should the child need it.

---

I would be supportive of additional UC/LANL involvement in providing child care services only if some in-kind benefit is provided for families who chose to forego an extra income in order that a parent can stay at home. LANL parents who use child care already receive a benefit from UC through the Dependent Care Assistance Program

---

LANL should work with existing preschools and child care providers to address the issue of child care for employees. Existing preschools have great difficulty finding adequate locations in the county for their facilities. Yet, LANL continues to gobble up space as it comes available for its ever expanding need for its own space. Other local business are also guilty of this as they appear to have no difficulty finding locations to use for expansions with a crowded county. Why is this the case when preschools have to use temporary facilities within churches. Next year several people have to drive children to White Rock because the \_\_\_\_ Montessori school has to move to White Rock because it cannot find space on 'the hill'. This will certainly impact the productivity of the parents who have to take an hour of their day to drive the children to care in this 'out of the way' location.

---

Survey does not adequately address problems with after school needs and mildly ill children of school age. Most of my lost work time is due to children illness is for schools calling to have children picked up to be taken home cause they have mild symptoms and want them to go home "just in case." Problems encountered when all my children were preschool were very severe, mostly due to exorbitant cost. Problems still persist after children are in school.

---

It is time for upper management to be straight - if it is a DOE problem, say it and stand by it. If it is our management's choice, then be upfront and take responsibility.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

A major benefit for our household would be if child care would allow my wife to return to work. We would like this to happen but a major issue for us is trustworthiness of the provider. Feeling that your child is safe and in caring hands. Perhaps these situations exist already but having only just moved here we don't have a good feel for it yet. If the lab provided a quality child care option, we would use it, even if it were only so my wife could work part time.

---

My children are in teenage years but I think parents with small children would like having a location close enough to be able to run to for a short visit to see how they are doing, play with or help feed if needed. Maybe be able to look up on a web site to monitor the childcare center and whats going on with a visual look without leaving the office.

---

I'm glad my children are too old for daycare now! It was a nightmare when they were little. I was lucky with the sitters I had, with only a few problems. With each of my sons, it was a relief when they were finally old enough to start at a preschool (no more sitters calling in the morning, 10 minutes before we left, to say their own child was sick and couldn't take mine!!).

---

While I no longer have children requiring care during the work day, I recall the difficulty we faced for a long period of time. Our work schedules were not conducive to the hours of care facilities in the area.

We often had to pay double per hour to accommodate overtime hours and traffic delays driving home to the valley.

---

My child was born with a condition called hypotonia which means that she has low muscle tone, she receives physical therapy twice a week to try to improve her muscle condition. She is 16 months old and has just gotten to the point where she can almost hold her head up with no help at all. The low muscle tone also causes problems with her digestive tract and at the smallest spitup or gag she projectile vomits, this sometimes happens two or three times a week. It is very easy to see why she needs personalized care in our own home (nobody wants a baby ruining their house with vomit all the time). Any personalized care that we could find would be very far out of our financial means. The state has a program that could help us but there is about a one year waiting list. thanks  
Darril Stafford ESH-1 5-8043

---

We need to know that our child is well cared for in whatever environment she may be in. Without that, we would probably leave our jobs and this town. We don't have any backup to our present arrangement. My ability to work extended hours is greatly limited by the unavailability of child care.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

I think that this survey is a good thing, and hope that the Lab can make some kind of child care arrangements in addition to what already exist in the town.

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Both my children were in daycare for many years while I worked. I know how hard it is to put a day care together but I believe more mothers would be at work more often if there was something provided here. It seems like this is a big enough place to provide it, for a cost. I had to pay so I hope everyone else will to.

---

In my previous job, the best childcare option is the one operated by the employer, Brookhaven Nat'l Lab. But long waiting time (more than a year) makes it impractical. The childcare we choose was a franchised chain called TutorTime. It claimed to be originated from NASA. It is quite good in term of the items in your question #26. It may be beneficial to borrow quality insurance/control measures from TutorTime, Brookhaven's childcare centre etc

---

I (male) went to part time for the first 3 months after my first child was born. My wife stopped work until they went to preschool. (for a total of about 6 years) Since then my wife has worked part time.

Its not easy to arrange for part time work!

---

The lab should not make it easy for both parents to work and leave the care for children in others hands. Parents should do all they can in their power (reduce income needs if necessary) to have one parent at home caring for the children.

---

Adequate child care benefits everyone both short term and long term- reduced crime, better educated populace, more productive work force, healthier children and adults and is cheaper in the long run than resolving problems rooted in childhood. this should be a top priority in America.

---

I had very hard time in locating child care center for kids under 2 years. The waiting lists are long and right now I have one child in then Ark and the other at family care. I would prefer to have them both at the same place.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

Parents should \_\_\_\_ the cost of any child care offered.

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I wish this survey also addressed elementary age children--ie, afterschool care. We had a hard time with that when I had kindergarteners and the Y couldn't fit them in...

---

It would be nice to have a day care facility close by the Laboratory where parents could drop in and see their child/children at lunch or at break to help keep some continuity of parent/child relationship while the parents are at work. The problem of having children having a place to go after school is also another major issue. My children are grown, but during those years that I was working and they were still too young to care for themselves were extremely stressful for me as I am a single mother trying to do my job and still be there for my children. If it had not been for a few very kind elderly ladies who came to my home on short notice to care for my children when they were sick, I don't know what I would have done. We need a place for mildly sick children so parents don't have to take time off for that as well. In order to keep workers productive, we have to consider they have families, and those family needs are our priority in our lives.

---

Child care is an important issue for many LANL employees. I am pleased that the Laboratory is seriously looking into helping parents with this problem.

---

Too expensive for childcare. Maybe the lab can provide at a lower cost.

---

Don't be fooled. LANL is anti-family. The desire is that you work as many hours as possible, LANL will not flex hours to accommodate childcare circumstances and resents it when children become ill. My boss actually suggested I might need to be replaced when I missed one to two days a week for about a month straight when my three year old kept getting sick. I have really felt very uncomfortable at LANL since I've had kids. What is it we work for if not for the well being of people and most particularly our children. I'm sorry to see so many who esteem work more highly than family. I have even lost vacation ( >384 hrs ) because my coworkers so dearly believed that our work was critically important.

---

It is my prayer that family life, including childcare, will continue to be considered a family's business in the future, as it was in the not very distant past. That government and employers will comprehend that it is highly inappropriate for them to interfere in these matters. Let's let people live their lives, and stay out of it.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

Would LANL be willing to make a daycare facility available to their employees as well as subcontract employees; with the consideration of sliding scale be available according to one's income level?

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You have not covered the spectrum of dependent care, for example our situation involving a grown "child" with disabilities who requires assisted living. Also, you have not covered families with other disabled adults, such as aged parents.

---

The biggest problem I faced with our first child was finding child care for the infants. There is a serious lack of places to go to. Looking towards the future, I foresee problems with finding licensed facilities for preschool/playschool kids

---

Most of the problems I encounter at work with employees who have small children are for illness, doctor and dentist appointments; usually things that you would not normally turn over to someone else. However, I do believe that there is not enough child care providers in Los Alamos and that is something that LANL could help with.

---

Please provide daycare for children.

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It is important for parents to feel safe as to where their children will be as they are working. It is important to have good childcare available when you need it. Again the laboratory is large enough to accommodate a child care center. I feel many would use it and it would cut down on absences. It would also let parents be at ease to do their work well.

---

My child is already in college, but if there had been some kind of child care in the past, it would have been extremely useful! So many times, as a single father, the only worker, etc., I could have used childcare. I couldn't work overtime nor ever engage in work related activities before or after normal working hours because of the lack of appropriate childcare. I truly believe it is sorely needed.

---

Times are changing and most large business recognize that child care and the work place go hand in hand at improving, not only the work environment, but provide the basic necessity for infants, toddlers and children to grow and become healthy, well adjusted citizens of tomorrow.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

Just knowing that there is a place to always take our children helps in the stress level of our lives.

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I don't want my children in full-time child care, but I would like to have some place that I could take them on a flexible, drop-in basis. We used the \_\_\_\_ child care center until it closed down but are not aware of anywhere else where that type of service is available.

---

Our children are our future. If LANL takes a role in creating a day-care facility for the children of employees, they are contributing to a better Laboratory.

I love those who love my children. I respect those who respect my children.  
I will give back to those who give.

---

I have filled out too many of these surveys that changed nothing!  
Please make this one different, the LANL employees deserve it, but most importantly our children deserve nothing but the best.

---

Please consider "work at home" issues. Currently, my wife and I cannot start our family until we pay off student loans and other debts; economically we both have to work. However, with a modified workweek schedule and permitting employees to work at home would allow us to begin our family. We strongly disapprove of the current trends of over-using childcare centers thus prefer using them as little as possible. We both feel that parents should raise their children, not childcare centers. We will not have children until the time is right; my hope is the right time is just around the corner. Thank you for all of your hard work!

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## *Table 28 (comments)*

### *Additional Comments*

Re: 27, due to a 1.5 hr/day commute to a remote location, I can't use care for nonstandard hours. Fortunately, I have "relatives" who help when I want one evening or less per week off.

I am a divorced father who has elected to have my 4 year old son 63% of the time, weekdays during the school year and weekends during the summer, so that he can attend public school in Los Alamos. He is in daycare/preschool in Los Alamos rather than in Santa Fe, where his mother lives, So that he will have after kindergarten care and so that he will begin to be acquainted with other children his age ,and begin to develop a sense of community, where he will be going to school.

I am not sure he will be able to attend Los Alamos public school. Because we live out of the district, I will have to put him on yet another waiting list for public school. If I am not able to enroll him, he will have to move back to Santa Fe and live 100% of the time with his mother. This is something I would NOT like to see happen.

---

I would love to be able to have an on-sight day care center so that I could spend my lunch hour with my children. My focus here at work would be 100% better. It would also allow me to take on a lot more without worrying about how to handle childcare matters.

---

It's time we got over the super woman myth. You can't do/have it all. Parents (especially mothers) of small children obviously and rightly have more important things to worry about than their jobs - but try telling that to our customers. As a result, when parents are called away from work (a very frequent occurrence in my group, which has aggressively recruited women staff members and technicians) others have to make sure that the work gets done. This is not fair to anyone. Make it easier for parents to concentrate on their jobs and everyone will be better off.

---

Our son is now 9 years old. It was a big problem finding child care in Los Alamos when he was growing up. The school system makes it difficult by letting kids out on Wed. afternoon and having odd days off. Both my wife and I have had to leave work unexpectedly to watch a sick child. My wife almost quit her job because we couldn't find child care.

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#### *28. Additional Comments:*



## *Table 28 (comments)*

### *Additional Comments*

For the safety of the children, I hope the Lab is considering childcare centers in the communities where the employees reside and not only in Los Alamos County.

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I don't have children, nor do I plan to. But I strongly support quality, local childcare for people who do have kids, since it's a good investment in both parent and child. I'd even contribute to a childcare fund, even though in my life, I plan to have canine dependents exclusively. Anyone who downs this childcare initiative is a miser.

---

My kids are 6 and 8. This study does not seem to adequately address their care needs. I also hate the Los Alamos School systms Wednesday half day scheduling. Two years ago my daughter was in the \_\_\_\_ afterschool care program and they were int he gymnasium at Chamisa from noon until 5:30- a really horrible and uncomfortable care setting.

---

I know as a mother of 4 that daycare has always been a problem up here. It would in my opnion increase productivity if we had a place to take them that was close to our work and we could get to them if there was an emergency.

This is very popular in the large cities and I think that productivity has increased in the corporations that support this. After school care is where my interests lie know and I would be very interested in a program that allowed my children to come to a daycare mon-fri. If you are looking into that then I would be very interested in participation.

---

Child care is a very valuable asset for employees to keep a better work place environment by bringing the kids to work for day care. Less hassle and parents able to be ner family.

---

have foster children therefore most issues may apply at any given time.

---

I'm not sure it was meaningful for me to answer questions 6 - 21 given that my children are beyond high school.

---

I work at the Nevada Test Site. We generally work 4 ten hour days. My office is 90 miles from Las Vegas. My ex-wife has primary care which means that she normally drops them off at day care on her way to work at another DOE facility on the outskirts of Las Vegas. For emergencies or sick child/sick ex I have to leave work or not go to work.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

I started working for the lab when my second child was 9 months old. I now wish I could have waited and started work when he was older. I'm really beginning to think that most families that can , should only have one parent working outside the home. I think some of the problems we see now can be totally attributed to dual working parents. Our children do not need, nor do we, all the extras we give them. I think in time we will see more families opting to have only one working adult at a time, at least when the children are still at home. Having an adult at home most of the time is also very important for the teenage years.

---

An affordable childcare plan would really be helpful. The most important to me would be the staffing to be highly qualified, the environment to be safe.

---

A number of lab employees have children with disabilities. Please consider these children in any plans that are made.

---

This questionnaire only considers children 0-6 years of age. What about 6-12? Although these children can be left alone for short times a sitter should be used for long times.

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Hope this helps

---

Although the need for birth-preschool age children is great, those of us with school age children also need better after school and summer care.

---

One day a week or on as needed basis.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

I have been a LANL employee for over 22 years. My children are now 18 and 15 years of age. I no longer need childcare, however I fully support childcare at LANL. My spouse and I (both LANL employees) jumped through hoops to maintain good attendance while both our children were small by taking turns staying with them while they were ill or when the caregiver was unable to care for them for various reasons. I eventually decided to work part time and was given the opportunity to do so by my group at that time. The down side to my working part time was that I was not time was that I was looked at as a "professional employee" by some of the higher ups at the time. I also feel that my raises reflected that.

---

My children are both grown and have their own. I do however supervise employees with this problem and this is a very real problem, especially when both parents are trying to pursue a career. If LANL is going to provide an enlightened work place, that work place needs to treat both parents as equals. The equality issue for females is also part of this problem in that without readily available child care typically the female has very limited career opportunities.

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Any progressive modern employer should have day care

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My oldest child is now 15 years old, so I no longer require childcare.

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Most centers in this area are church based. This makes it difficult to find a center if it doesn't match your belief. The environment should be free of religion.

This area/lab is in desperate need of this. Please make it happen as soon as possible.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

I was extremely disappointed to find out that \_\_\_\_\_ was not able to find a place to continue operating in Los Alamos. I feel very strongly that \_\_\_\_\_ provides stable, trustworthy and educational child care for children. That kind of care is hard to find around here and I am saddened for those parents who are now scrambling to find comparable care for their children. That will be a very difficult task. Our community should rally together to help support good schooling and child care facilities rather than trying to creating a barrier for them.

---

As a grandmother, I see the need for our mothers to be able to go to work and not worry about their children. They need to be able to drop them off at a reasonable time & also pick them up concurrent with their work schedules. Some of the private providers are high in their cost & others are more affordable. Shouldn't there be a standardization for costs, eg, what exactly the costs cover? Some providers provide meals while others do not. I see the need for meals to alleviate stress from the mom's in packing lunches & snacks everyday. I also think that all providers should be state licensed. I wasn't able to answer all of the questions as a mother but as a grandmother, we need more affordable care for our children.

---

Child care for school age children needs to be considered as well as for the 0-6 year olds. Whether or not a child can stay home by him/her self depends on the child not just the age. School age children need a place where they can have both structured homework time and supervised play time when parents are working. The Wednesday afternoons off from school really makes it much harder to plan work/childcare schedules.

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I would possibly use services for a grandchild if available

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I think you need to prepare this questionnaire better to exclude those who do not have children who are "young"

---

I do not have children nor do I expect to have any but I feel that childcare is a much needed benefit lacking here at Los Alamos. Even DOE provides childcare (and has for years) at its downtown DC office. The senate has one of the nicest childcare facilities in the nation. Seems to me that since as a tax payer I'm providing child care for many other people's children I might as well help my co-workers obtain it also.

---

#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

You've concentrated on children no greater than preschool age. After school care and summer care is a big issue for parents with school-aged children. These children need supervision and care also, even though it may not be at the same level as with pre-school children.

---

I strongly believe that the lab should consider incorporating official policies on flex-time arrangements for both FATHERS and MOTHERS who work here. Parents want to care well for their children, children need to be cared for at least in part by their own parents, and adults ALSO need to protect their professional investments. It would say a lot of good things about LANL if it could better support parents in their need to work and parent at home.

---

I have no need for child care myself. My children are grown, but I know from experience that it would be very helpful for parents to be able to have a reliable and affordable place to be able to take their children to and also close enough so they can enjoy lunches with them.

---

My children are now grown up; but I have grandchildren. Would my grandchildren be able to use this? It would only be once in a while. Thanks and finally we are going to get childcare.

---

We have chosen to have Mom at home with the kids. By so doing, we are not as well off financially as others. Why should families who choose to use child care be subsidized, while those of us who choose not to use child care be left out? If you subsidize anything, you should subsidize everyone with children regardless of whether they use child care.

Steve Painter 665-6288

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## *Table 28 (comments)*

### *Additional Comments*

I was delighted the day I heard LANL had finally decided to step in and help its employees. I do applaud the efforts of the lab to grant their employees the opportunity to use their sick leave to care for sick children, and they encourage them to get involved in youth-oriented activities. Now its time to take the next step and help curb this absurdity in child care that exists here. I've tried talking to childcare centers both in LA and White Rock and the staff was downright rude and discourteous when I tried to get on a waiting list or pursue any options that weren't the "standard" mode of operation. I guess they have such a monopoly on the market here that they don't feel that they have to care what they tell you, or whether or not they ever see your kids at their center. I was shocked at this revelation. Maybe if the Lab can give them some competition, they will be more flexible and willing to try and work with the community at large. I sure hope so. If not, it's hard to think about having another baby and leaving it within their care.

---

Child care is the responsibility of the parents. Employers need to know that and allow flexibility and understanding to be incorporated into the work environment. Don't look down your nose at an employee who has to run off for a childcare emergency, or who will be late when the provider is sick. Some families have plans, lists of alternates and just need a little time to contact those people when problems arise. Yes, it is true that, as employees, we need to show up for work and provide hours of service for our pay. We also know that the US people expect us to produce a quality product for the US people, but flexibility is sometimes needed for the parents of children and yes there are those who would abuse any service or flexibility. Thank for for the time to comment.

---

My wife has elected to stay home with our children and feel the small sacrifice was well worth the benefit. Our eldest will be leaving the home for college in another week after 18 years in the home (he was schooled at home). He is a very well adjusted son and I can send him out with no apprehension about his ability to make sound decisions for himself and those he interacts with. I only wish others would be willing to invest the time to train their children instead of passing this awesome responsibility on to pre-school or child care providers so they can afford their boat and new cars and the time to play with them.

---

It would be helpful if you could have a modified program where parents who don't need child care five days a week would only pay for the days that care was needed.

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Need after school program for jr. high students

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

My child is in Middle school. I feel that they need an after school program to keep them busy after school. Especially when the child attends school outside of the Los Alamos school district. I will have to take my child to school and pick him up after school. I will have to arrive late to work, and then leave early. If the other schools in the area had before and after school programs, my work schedule would not be affected. I know this is not what your survey is addressing, but it should also cover school age children. Just because the child is in school does not solve the child care issue for us.

---

There are certain situations where I think child care is really needed and appropriate. In the vast majority of cases we have parents shirking their responsibilities while trying to get rich at the expense of their children (and our culture). I don't feel that the American people should have to subsidize that.

---

I believe that the lab should have a child care facility because of the high cost of watching the kids.

---

We made the decision that one parent should be at home raising the children.  
As a result, the answer to question 10 is probably 15% to 25%.

---

All ages are important!!! I can't just let my 3rd grader roam the streets. Nor should I park him at the library every afternoon, or bring him to work (not possible since I am a technician, and kids are not allowed in the labs.)

---

Just do it.

---

our kids are older now (8 and 12) but there are times we could have used help

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Regarding your survey: in some categories 1=most important, and in some 1=least important. It's confusing. I had to change a few answers after I figured out that you had switched numbering systems.

---

we need a " mothers' helper service - someone to stop by the home several days per week to assist a slightly incapacitated mother of two toddlers - this seems rare out here but would really help. the service would only be needed for the next four years - until the children go to school .

---

#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

It would be nice to have an onsite LANL child care for newborns to 2-3.  
This would make it easier for women who are breast feeding to continue.

I also think that child care for mildly sick kids would be very useful  
for many parents.

---

My daughter is in 4th grade and I would describe my care needs as "before school" and "after school" care now.

---

Your survey was too long for childless families.  
You should have had a very short survey and narrowed  
your population and then get the longer survey for the  
populations that requires child care.

---

It is important to have this service available for the working moms.

---

When children are nearer their mothers and fathers, visits during the day by parents greatly enhance the well-being  
of the children and the parents. Less time spent in transit to the child care center is beneficial in emergencies.  
When children are nearby, parents are less apt to worry about real or imagined situations. Would parents feel their  
children are safer in a center here at the laboratory, or not?

---

For me, this survey largely misses the mark. It appears to assume  
that once a child is of school age there is no need for day care  
or after school care (note the lack of questions for age range 6-12)!  
Even after age 12, this is the time children start getting into  
serious trouble if they do not have valuable activities.

How does a working family support the needs of their late elementary  
or middle school-aged child?

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Always room for improvement, but this is a good start.

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#### *28. Additional Comments:*



## *Table 28 (comments)*

### *Additional Comments*

After school care is of great concern for me. But, I presently can't afford the Y's prices. As a single parent money is a big issue for me. I feel bad that I expect my son to take care of himself at home until I can return from work. But, there are no other options available.

---

Would like to see child care centers at various job sites (ex. s-site, ta3, ta55, etc.)

---

Why is there never any thought to the people who commute from ABQ?

---

Both of our children are currently in high school. So our child care needs have passed. However, here in Los Alamos finding and getting good afterschool care when they were younger was a major problem. Even the few programs offered seemed to be difficult to use. They were difficult to get in, pickup hours to limited some of us don't get off at 5pm, activities not fruitful. Once the boys could be involved in school sports (middleschool sports and on) the entire issue seemed to be solved. They leave the house when we do and ride the sport bus home (now drive themselves) getting home when we do. Child care should work the same. When our boys were very young we lived in Texas. Our childcare was first in the Central Business District where we work (a few minutes drive with plenty of parking at the church). Nancy could nurse and visit in just a few minutes. Then their childcare was at their school so their day started when ours started and ended when ours ended, plus they were at a single location. We or others did not need to transport them around during the day. And the daycare hours were better.

---

Thank you for finally recognizing this is a big problem and beginning to address it. The Lab needs to be competitive in this area in an attempt to draw new employees. It's getting to the point we have little to nothing that can entice talented new people to move to LANL.

---

If this child care program would have been available when I was raising my family I beleave it would have helped my career here at the Laboratory. There were times when I had very poor child care and it was a great worry for me. I would like to see this child care program include grandchildren also. If this program was extended to grandchildren I could have my grandchild come and visit me and still work. Because my grandchild lives far away I am not able to spend much time with him, but if this child care program was made available to me as a grandmother I feel I could take a more active part in his life and still do my job.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

Additional day care facilities for LANL workers is long overdue. As a past member of EAC when we surveyed employees each year this subject came up time and time again as being very important to employees. After attending the UC Work Life Issue Delegation it was discovered that all of the other UC campuses including LLNL and LBL have or support day care facilities for their employees! Daycare should not have to be an added stress for LANL employees but for most of us it is. I have heard that the current day care providers in town are somewhat upset about LANL proposing a facility for their employees. Well maybe if this happens then they would have to lower their rediculously high prices! I know of many instances of parents who were on waiting lists were contacted and informed that there be so many openings. These parents went to stand in line at the facilities at 5:00 am! This is totally unacceptable! It should not have to be that difficult to enter your child, especially an infant in a child care facility. I strongly support this endeavor and applaud the employees who pushed hard for this survey. Hopefully the responses will provide a wake up call to LANL management. LANL employees deserve to be at peace with knowing their children are being well cared for and if a day care facility is finally initiated for employees we will have better performance from employees. One other note - I read the article in the Monitor and was interested in reading that day care issues cost LANL \$1.5 million and 10,000 lost work days! Obviously something needs to be done soon. Thank you.

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Our children are grown and we're just in the tuition-paying mode now.

---

I have grown children now, but I remember that child care issues were a top concern of mine several years ago. I am glad to see the Lab addressing this issue. I was always able to get great care for my child, but I had to plan early as there was always a waiting list for those who could not and did not plan ahead.

---

The problem with the daycares is that they don't pay their workers enough, so they are almost forced to accept anyone that applies for the job. They'd rather have a person of questionable reputation than no one at all. Even their very experienced teachers don't stay long because they can earn more in the public school system and many of them are on a waiting list to work there when an opening comes up. Private daycare was not even an option for us after witnessing through many others how unreliable it turned out to be.

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I whole-heartedly applaud the Women Diversity Group's efforts to get child care services established at LANL. I'm confident that the results of this survey will validate the need for the Lab to provide such services.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

In my opinion, for some parents, it would be good to have a childcare facility closer to the work place. There are instances where a childcare provider does not administer medication when needed.

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I am a single parent. This is a tough area. Most of the time I have to take whats available.

---

If LANL decides to provide on site child care, I would like to see a focus on Health of the Children. Although, I am please with the ARC, my son does seem to be sick all the time. Sanitize every night!! I know our children get sick, but my son has been sick for 6 months. This appears to be the norm with other children his age.

---

The number of children born in March of 98 at LAMC was, I am told though don't really know, thirty something. The Ark is one of the largest day care providers in Los Alamos County and could only take 3 infants for summer session of three months. I realize that many people who are not looking for day care here in Los Alamos use the LAMC but there are also other places where children are born. If the birth rate is 30/month for 3 months and only half of these children's mother's work then possibly 45 infants need care. I don't see how Los Alamos can come anywhere close to providing this quantity by licensed institutions.

Also, I perceive that parents want deeply to believe that they are leaving their child with competent care and though some places do not meet licensing standards the parents choose to believe that the facility is good. Licensing is an attempt to verify certain standards are met and having a parent accept care by a provider that doesn't meet those standards is challenging the ignorance of parents who if they are first time parents can be very ignorant.

I hope that childcare improves and I am pleased that we have made progress in the past generation but our children are our future and the definition of quality care can and should be improved.

---

I have a 14-yr-old and an 11-yr-old. The 11-yr-old still needs supervision during the summer and on days when school is out but LANL is working. I understand full-time care for infants, toddlers and preschoolers is a higher priority, but please don't forget that children up to about grade 6 need supervision after school and when school is out.

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Childcare, when offered by a company, is a benefit and I believe an essential one for high productivity from the employee.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

My children are of age where they can supervise themselves and checking in with me. the police activity center, children's library and pools in the summer are greatly appreciated. I have also used the \_\_\_\_'s camp and the \_\_\_\_ camp in the past.

---

This process and questionnaire is misguided. The Laboratory should have no business in being the or a source for these needs. Laboratory employees are innovative and bright people, who should be encouraged to work together as individuals and solve their community problems within the context of the regional community. The Laboratory organization should focus on it's work and not be in the mode of replacing services that are or could be provided by the larger community! Like the Wellness Center, the Laboratory organization as an entity is inappropriately usurping business of private and public-service organizations.

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Another problem that I have encountered is with my elementary school child. I cannot drop him off at school prior to 8:00 am according to the school policy. Every Wednesday they get out at 12:20pm. These restriction are difficult to work around. Most afterschool programs are extremely expensive and even if you need assistance for 1 hour after school, the organizations charge you for 2 1/2. I feel that the child assistance facilities presently in Los Alamos know that their numbers are limited and they can afford to place the conveniences toward them instead of parents. They rarely have to worry about a full capacity, therefore they tend not to work with parents

---

The biggest problems we have found have been back-up care for our in-home provider, and finding care for children under 3. We only found one center in LA/WR that would even consider part-time care for an 18 month old, and only 2 that would take him full-time (the Ark and \_\_\_\_). Care seems very expensive, and many centers don't really train their staff.

---

Didn't realize that children stopped being children at age 5. Childcare continues through teenage years. THIS SURVEY INDICATES THAT LATCHKEY KIDS IS OKAY! DOES NO ONE WANTS TO ADDRESS NEEDS OF PARENTS FOR OLDER CHILDREN?

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I am 65 years old and our two children are grown and live in other states.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

I believe an institution of this size is way behind the times in addressing this issue. Child rearing and child care creates a domino effect on every aspect of our lives and touches everyone, not only family. It's high time something is done.

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Qualified providers and staff with adequate compensation should be the first priority.

---

I am concerned about cost of childcare and liability issues. Since health care is so expensive and our costs keep going up, why not apply the money you plan to spend on childcare to reducing everybody's health care costs. Not everyone has children, but everyone does have health care needs.

---

This survey did not address after school care for elementary students. This is another area that a parent may spend years on waiting lists or may not be available if a child injures himself.

---

This survey was not very well designed in our opinion. We have an 8 year old daughter. I was not clear whether or not we should have answered some of the questions we did.

---

With women in the workforce, the demographics have changed significantly. Perhaps it is time to include childcare as part of the public education system. Why pretend the need doesn't exist?

---

Since we live out of district and many others do too, because of the housing limitations in Los Alamos, I am further concerned with making sure my child is educated in the Los Alamos public school system. I would love to see child issues expanded to include the after school care of older school aged children and the support of your out of district children to attend the Los Alamos public school system.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

Your survey mostly covers people who work and leave the task of raising their children to a business. If we determined that we needed both parents to work just to afford children or child care our decision not to have children or live at a lower standard of living is the path we would take. No one can take the responsibility of raising a child away without taking the child as well.

---

Laboratory needs to support personnel working modified work weeks, telecommuting, and job-sharing. Personnel wanting to work modified/abbreviated work weeks to spend more time with their children should be applauded not punished. Being able to spend more time with my child leads to improved "quality of life" (ever heard of it?) and, as a result, increases my productivity while at work.

---

Because this town is not particularly easy for a small business to succeed due to the commercial rents, the few child care facilities have close to a monopoly situation. I believe the Laboratory offering a good childcare facility with properly trained and paid providers would provide some much needed competition.

Also, I would like to express my appreciation for the dependent care referral system. When both my children were babies, Karen provided so much help and insight. Had it not been for this service, there is a very good chance that I would have just given up the idea of working and stayed home.

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Question 27 - This would not be the norm, but I would like to have the option of being able to do this on very rare occasions.

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I have worked at the laboratory for many years and have had to deal with problems associated with limited availability of child care, after school care, over the years as my three children have grown to maturity. LANL provided or supported child care facility would have been very useful, as would flexible work hours to accommodate the need to attend school presentations, conferences, doctor's appointments, illnesses.

---

There is a tremendous need for before- and after-school care for those of us who have to work part time and are NOT TSM's. I am encountering the most difficulty in before school care that opens before 7:30 a.m. School-age children need supervision also, and this needs to be covered.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

You are not assessing elementary school aged children. Children age 6 - 11 are NOT old enough to stay home alone. Why are they not a part of this survey?

The Lab is considering modifying work hours such that there would be no work on every other Friday. If the local schools and the Lab could coordinate their efforts such that children are not out of school half days on Wednesdays, but full days every other Friday (consistent with the Lab), then day care needs would be significantly reduced.

---

I believe LANL MUST provide childcare to stay competitive with other institutions and the private sector. There are too many benefits from providing childcare to not provide it.

---

We would like to have 1-2 more children. The quality, availability and cost of child care in this area is prohibitive. There is simply a shortage in supply. LANL should take responsibility to correct this situation to ensure a stable and productive workforce.

---

1. Your question addressing whether we planned to have children in the future went unaddressed, as the questions below it only referred to those already having children.
  2. I didn't see transportation addressed. Much of our childcare wrangling has to do with getting the kids to and from daycare and extracurricular activities. When will there be a "kiddie bus" system?
  3. Why aren't intramural/extracurricular activities scheduled for the hours between 3:30 and 5:00? It seems that the school system prefers to cut into the dinner hour and family time, when the 3:30-5:00 slot would be better served in those activities rather than stuck in daycare.
  4. Why are your questions geared toward infant/toddler/preschool age? There is easily, if not more, enough hassle trying to find good daycare for afterschooler.
- 

Although my children are teenagers, I know what I went through when they were young and I feel that a laboratory child care program would have helped me in my efforts to be a full time working mother. I think it's about time the laboratory jump on the band wagon with the other labs and support this effort!!!

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Not having flexible daycare and evening care has hampered my ability to travel for the Lab, since my spouse works into the evenings.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

In particular I think there is a need for backup type child care for situations where a regular child care provider is not available.

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A flexible work schedule (8x9hrs/day + 1X8hrs, alternating Fridays off) would relieve some pressure on the day care system, would provide for more family time, would promote mental health, and would not cost the family more. This issue should be mentioned as part of a comprehensive childcare program.

---

Transportation  
Management willingness

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My children are grown now, but it was very difficult finding child care in Los Alamos when I needed it and now my daughter in-law is having even worse difficulties. She was fortunate that her mother lived next door and cared for the children, but now because of health reasons she can no longer care for the children. They have been on a waiting list for months already, but she doesn't know when she will be able to return to work. I was really disappointed in bringing my children to this community and having to have them in two different elementary schools with two different child care providers (we wanted to bring them down from the Jemez to be closer to us and to be able to spend a little more time together, even if it was on the road.) I thought it was terrible that the schools did not provide a hot lunch and you had to watch what you packed because there was no refrigeration or even a place to put the lunch so it wasn't smashed. It felt like the community (schools, employers, even some of the parents) did not want to be bothered with children. I'm just glad I did not have to deal with baby or toddler care here. It's sad that the children of this community aren't put first.

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After school care was not addressed here. There is a need. Summer care was addressed and the \_\_\_\_ program did a good job this year, but more programs need to be available for kids for the summer care.

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#### *28. Additional Comments:*



## *Table 28 (comments)*

### *Additional Comments*

I FEEL THAT IT IS VERY IMPORTANT THAT CHILDCARE NEEDS ARE TAKEN AS A VERY SERIOUS SITUATION IF NOT FOR THE PARENTS FOR THE CHILDREN. WHAT HAPPENS TO THEM NOW IN THESE INFORMATIVE YEARS SHAPES THEM FOR THE REST OF THEIR LIVES.

IT IS IMPORTANT FOR THE COMMUNITY TO TAKE RESPONSIBILITY FOR ALL THE CHILDREN NOT JUST THOSE WHO ARE FORTUNATE ENOUGH TO HAVE PARENTS THAT HAVE A JOB THAT PUTS THE CHILDREN IN A PRETTY WELL OFF FINANCIAL SITUATION. WHERE AS THE PARENTS CAN AFFORD TO PUT THEM IN THE BEST DAYCARE SITUATIONS. IT IS NOT FAIR TO THOSE IN SINGLE PARENT HOMES, (SINGLE PARENT HOMES THAT ARE BARELY SCRAPING BY) THAT THE CHILDREN SUFFER BY NOT HAVING ADEQUATE CARE PROVIDED FOR THEM, OR THAT THEIR HOME LIFE BECOMES DISRUPTED BY THE FACT THAT BECAUSE OF CHILDCARE OTHER BILLS CAN NOT BE PAID OR THE AMOUNT OF FOOD IN THE HOUSE IS NOT EXCEPTABLE. THE SITUATION IS FOR REAL NOT MANY PEOPLE IN THE L.A. COMMUNITY UNDERSTANDS THIS AND AS A RESULT CHARGE OUTLANDISH PRICES FOR DAYCARE AND FEEL THAT IT IS OK BECAUSE THE AVERAGE SALARY IS SET AT A PRETTY LARGE AMOUNT. BUT WHAT ABOUT THOSE WHO DON'T MAKE THAT MONEY AREN'T THEIR CHILDREN IMPORTANT TOO? ARE THEY NOT IMPORTANT ENOUGH TO PROVIDE THEM WITH THE BEST CARE AND EDUCATION GIVEN LIKE THOSE MORE FORTUNATE? WE ARE ALL RESPONSIBLE FOR EVERY CHILD NO MATTER THE FINANCIAL SITUATION OF THE PARENTS.

---

It is my understanding from co-workers that our area child care could be better. I see this as a tremendous opportunity for LANL to provide a benefit to those associated with the lab and the community. My spouse and I expect to have children within the next couple of years and I hope at the time child care is in place at LANL. We have approx. 12,000-13,000 associates (UC/Contractors) at LANL on any given day who could possibly use childcare service. We are associated with a national recognized institution and we should be very capable of providing the best resources available (facilities, day care providers, etc...). This effort will bring more opportunity to Los Alamos (day care providers, summer interns, etc...) and it will ultimately provide positive benefits to our institution, community, and families.

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I hope the child care will be a go for all working employees! We desperately need a child care in Los Alamos.

---

LANL staff need the option to work from home if their kids are mildly sick. My work is unclassified and mostly hand or computer calculations that can be done anywhere there is a flat work surface. Having a policy that allowed that option would save a lot of lost productivity and cut down on staff use of sick leave by a big percentage.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

I don't think you addressed the lack of after-school care for kids over 6 or single parents on travel.

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yooung couples need help and the labs can help them wiht there children

---

As noted above, school age children also need after school care.

---

Flexible work hours are also an essential part of child care.

---

Cost to do this is taken from some other lab support. Unfair to people without children or who have grown children.

---

I am not married and do not have kids, but it's great to see that LANL is interested in the childcare of its employees.  
I think childcare is very important and have seen the difficulties of having kids and working at the same time for my brother and for coworkers at various places I have worked.  
Childcare at the workplace would allow parents to keep working and still be able to check on their kids. It might also improve the group dynamics if several people have kids there. I remember a coworker who would work part time in the office and part time at home to be with her baby. If she could've had the baby at work, then it would've been easier to talk to her about projects and so on.

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There are numerous factors that go into childcare - too many to make this survey meaningfull. If I was suddenly a single parent I would feel very different.

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We really need good child care in this country. But, we should also begin thinking in a new mode, that children are best raised at home by one of the parents. If a parent can't stand the thought of being cooped up in the house with a child, that parent should pursue part-time work, so that he/she can maintain his/her status as main parental unit at home and caregiver of the child.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

I believe that parents of young children should have childcare provided to them by a large employer such as LANL. Although we have no children, I feel very strongly about this issue. The children are our future and are worth the added expense that a facility would cost. It would relieve much of the pressure that parents now face as to the qualifications of caretakers and facilities.

---

My wife currently quit her job at the lab to stay home and provide better care for our children!

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Your \_\_\_\_ program is great for school aged children and the summer recreation \_\_\_\_ Canyon camp/\_\_\_\_ LA programs are essential for school aged children. I am sorry that there are no options for Middle School. If Park and Rec were to drop their summer activities this would leave a GIANT hole.

---

It seemed like the survey was geared for childcare for children under 4. My children are elementary age, so I had difficulty answering all the questions.

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How much will this cost, and who is going to pay what?

I have a seven year old that requires care after school and during the summer. It does not seem that a LANL facility is prepared to address that need. Every child under the age of 12 needs child care after school and during the summer.

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One care center intown that happens to be run by a church tries to instill religion in a kid's mind which we disagree with. This is not the time and age for my kid to learn about strong religious views.

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I could not answer number 26 because the majority of the items were equally important.

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I've watched co-workers trying to juggle work and child care. It can be a real problem when their care providers don't turn up or call at the last minute to cancel. Some have had child care providers decide to stop watching their children with no notice at all. Also, finding competent and safe care is a real problem.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

This survey does not cover school-age children between the ages of 6 to 14. This is the ages that are most at need, especially for those who do not live, but work, in this community. If you are going to address the child care issue, it should be from infants to 14 as all children need care.

---

This form is for young children. When mine were young I had a great deal of difficulty finding affordable, reasonable care. I found I could not expect to find excellent care. Since they were 11 and 12, finding a structured setting for them where they would flourish has not been an option.

---

Convenience and quality of care are very high on the list of prerequisites to considering any type of child care. It would enable many working moms and dads to have a piece of mind knowing that their children are being taken care of and that they are near by. The meal program is also one of concern. Will the children need to bring their lunches or be allowed to and if their is a lunch being provided, is it balanced and in compliance with recommended amount of protein, carbohydrates, etc. Will the children be taught to socialize, learn their pre-kindergarten academics, and have fun while they are doing so. Will you have an exercise program in place for the children? The program needs to have some hands on activities, listening skills developed as in story time and followed up with a question and answer time, painting and creating something to engage them into the story and then determine whether or not this child is having recall and understanding of the material presented.

---

I have raised 5 children, some born before and some after the early 70s supreme court decision making 2 incomes necessary for family survival. I lament the passing of the era but it won't come back. We must the consequences of our societal decision and provide the support required to permit these working couples to have a family life if we want to have any young and creative workers at the Lab. We now have many children sent into the streets for several hours a day and as much as half a day each week to roam & find entertainment as best they can. This puts our shop keepers, library personnel and ultimately police into the position of baby sitters and very ill equipped ones at that. Child care is a cheap alternative to gang culture and vandalism.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

1. Onsite daycare for infants is the only way LANL will be able to hold onto its female workforce that wants to breastfeed.
2. The waiting period for infant daycare in Los Alamos has typically been greater than 9 months. Does this mean parents should sign up before they conceive?
3. A LANL sponsored daycare center must be affordable for all LANL employees, not just senior scientists.

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As my spouse has opted to stay home while our children are young, we are not using childcare and most of this survey does not apply to us.

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We have some concerns about the quality of childcare currently available in Los Alamos. We are planning on having children within the next couple of years. If we are not able to secure decent childcare, it would be a major factor in our decision of whether or not to remain at LANL.

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I may not have children for at least 5 or 10 more years at this point, but to be honest I wouldn't want to bring up my children in Los Alamos right now if I was expecting. Sure, the schools are great and crime is low, but I would basically have to give up my job for several years until my kids were in school because frankly I wouldn't be comfortable with the day-care options before me. I've discussed this with my fiancé as well and we both agree when it came time to raise kids that maybe Los Alamos wouldn't be the best place. I think if there was an on-site day care facility where both my husband and I could visit our child when we had a little time during the work day, and also have the reassurance that our child was very close in case they became sick or some other emergency arose, we could all rest easier- parent and day care provider alike. I think it just makes good practical sense- something that the laboratory isn't necessarily known for anyway. But I think it's the only direction they can go- and until they do it will hurt their ability to recruit new employees and have a good working relationship with parents in tough situations.

---

I think a childcare program at the Lab is long overdue. It would ease parents' minds to know that their children were receiving quality care just a few minutes from wherever they work, rather than somewhere off the hill.

---

Currently, there is little good, accredited daycare. Infant care is hit-or-miss. Frequently, careproviders cannot accommodate schedule changes from infrequent obligations such as meeting or travel. Having childcare close to work would ease worries about being able to pick up the kids on-time, especially with current road construction.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

I do not have children yet, but my biggest concern in having children is juggling continuation of my career with having preschool age children. I know of no highly recommended preschool care facility in Los Alamos. Almost all of my female coworkers who have children have extended family upon which they rely for infant and preschool care. Many of my male coworkers' wives stay at home. I have some coworkers with small children that have a sitter come to their homes, but they were lucky in finding someone that they trusted in this role. The bottom line is - unless you happen upon a situation in which you feel comfortable leaving your infant or preschooler, there does not seem to be any sort of reliable, professional and well-established child care institution in Los Alamos. And I believe this largely affects professional women. I am a master's degreed mechanical engineer and I would like to advance in my field with my peers. I am afraid that the decision to have a family will cause me to fall through the cracks at work and be "left behind".

---

I was really sad to see that \_\_\_\_ was not going to expand and provide a location in Los Alamos. I probably would have used this option had it been available. I don't want to drive to White Rock.

If the Lab does get into the childcare business, I would suggest that it provide a very educational setting, not just childcare.

---

This has been a difficult questionnaire because I am paying a reasonable amount for daycare and my girls are very well taken care of by a family member. But now that they are older I would like to have them both in a preschool setting. But I can't afford it. I would like to have them up here where I could be closer to them if needed. Now in the fall my 4 yr old will be doing preschool up here for 3 days a week because I can't afford 5 days but I would like her to be in preschool. I have a 2 year old that will also be ready for preschool in another year and there is no way I could not afford to send them both to preschool It would be approx. \$1000.00 Well then you say by that time the older child will be in public school. But I hear after school care is difficult to find and is also very expensive. I feel if LANL could help in the preschool and daycare arena maybe we wouldn't have to get a second mortgage on the house to send them to preschools and be able to do better at our jobs without having distractions of daycare.

---

Affordable child care is desperately needed in Los Alamos or LANL. It would be wonderful to have our children close by to visit when we can during the work day. We also need child care centers to be able to accommodate mildly ill children.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

I see this as a issue for bringing in new people to the laboratory. With more needs within this community to have two earner households, the child care issue is very important. Maybe this could be brought up in UC contract talks with DOE. Certainly, funds that are used to support Northern NM should be usable for this purpose.

---

When I first started working shift work 13 years ago I had proposed a 24 hour day care in the Los Alamos area but people thought I was crazy. It is important to also meet the needs of parents who have rotating work schedules and or single parent families.

---

More flexibility in scheduling my work hours would help. This would be not just a set modified work week, but for instance the ability to come in a Saturday to make up a day needed during the week to care for my child.

---

It is important to us that the childcare facility be neat and well managed.

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My primary concern is childcare for school vacations, summers and as a drop in basis during the school year depending when there is no school.

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I feel that a home setting is more beneficial for children. I was shocked when I was told by the lady at the Lab that all school age children went to the "Y" and that was considered adequate or best. I have worked at or ran all kinds of facilities-from day care centers, \_\_\_\_ programs, home day care for 20 years and I personally feel home day cares are best.

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The most important thing is to remember that the personal lives of the employees are not a concern of the laboratory's and that children and the care thereof is a part of an employee's personal life.

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Survey question 1b doesn't clearly accomodate single people. Is this survey only for couples?

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

Not everyone who works in Los Alamos gets all the LANL holidays - daycare often closed.

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It's about time!

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Rates should not be set such that only division leaders and senior management can afford to use the service. People most likely to need and/or use this service may already be taxed by high cost of living rates. So LANL should subsidize childcare. In addition, this service should be open to subcontractors, DOE personnel, etc., not just UC employees.

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After school care is what most concerns me now.

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AT THE \_\_\_\_, LESS MONEY SHOULD BE SPENT ON FIELD TRIPS (THEY ARE EXCESSIVE) AND MORE SPENT ON GOOD PROVIDERS THAT KEEP THE BRATS UNDER CONTROL. MORE LOCAL TRIPS ARE APPROPRIATE. MORE EXERCISE IS APPROPRIATE. MORE HOBBIES AND CRAFTS THAT CAN BE DONE AT HOME SHOULD BE TAUGHT.

---

I've worked at LANL for >30 years; for more than 20 of those years finding quality childcare with genuinely flexible hours (at an affordable price) in this county, has not happened. I now have grandchildren who require flexible daycare hours (to meet my daughter/son-in-law's employers' needs) and it's still the same problems.  
When my daughter/son-in-law unequivocally can't miss more work days, LANL can be certain that I will use unscheduled vacation to take care of my grandchildren.

---

mildly ill non-contagious situational help would be a great benefit.  
It would save on missed work.

---

this is at test. Disregard responses for this submission. -Josh

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#### *28. Additional Comments:*



## *Table 28 (comments)*

### *Additional Comments*

I think child care is also needed for children six and up. My son is 11 years old and we live in Rio Rancho and it would be nice to have summer programs available up in Los Alamos so I could maybe bring him up with me and he would be near by.

---

I did not see any survey questions related to after school care or care of children when school is out (at times other than summer, such as Winter/Spring breaks or teacher in-service days).  
The options under types of summer care do not seem complete - they do not include organized activities such camps or staying with relatives.

---

I think it is possible that childcare needs to be addressed for single parents who have to travel on business and have no family to watch over their children while they are away. Also the need for childcare for children under age 2 is very critical. Affordable childcare would be good. It would be nice if childcare would be affordable to the entire community not just Lab employees. Flexible.

---

Even if I will not have a child in the future, I believe that it is important to implement a child-care system so that we work together at our work place with a peace of mind without worrying about our children.

---

Child care difficulties are probably the number one issue in my family for loss of productive work time. I hope that the Lab leadership realizes that impact that this issue has on so many here. I personally do not believe that the Lab itself needs to provide daycare services. I do believe that the lab, county, and DOE need to support daycare businesses (including nannies, home care providers, and day care centers) through incentives, and potentially even subsidies to improve the level of services provided in this county.

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This survey is flawed. You have forgotten a big piece of the childcare equation, which is after-school care, especially for children that are the siblings of smaller children. Parents want convenient child care for their ENTIRE family.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

Since this questionnaire is not designed for those w/out children, but expecting to be parents soon, it will not reflect a very important part of your work force. I could not provide answers as required since the "form" is perscriptive and does not allow individual responses. I question the validity of previous studies that show an impact in the work force and productivity due to childcare availability. Is there a problem or is it a perceived problem from a vocal minority? Previous "studies" addressed, in my opinion, a very limited set of opinions. If the Laboratory MUST involves itself in childcare alternatives, I strongly recommend that we (the Laboratory) work with existing local small business to establish a reasonable strategy. These business have been addressing the need for childcare successfully for MANY years in this community and are the right people to help the Laboratory. Consider trying to help local business overcome the numerous issues and obstacles which drive their costs (and subsequesntly the cost of childcare up). I am TOTALLY against the Laboratory getting involved in or providing childcare alternatives.

---

While this service would no longer apply to use, my wife and I strongly support on-site or LANL sponsored child care. Having professional care easily available would result in more peace of mind for employees and would result in less time taken off work.

---

I strongly support the concept of child care as an employer sponsored benefit. Child care was one of our most difficult problems when my childern were of that age. I feel that having an employer sponsored child care facility near the palce of employment would alleviate this burden enough to make the Lab more competitive in attracting and keeping employees. I believe this increase in competitiveness would be sufficient to pay for the service. An added benefit to having the facilities in close proximity to the work place is that parents could spend the lunch hour with their children, thus enhancing the strength of their families.

---

In my former life, I was a LANL contractor. One of my employees was a single parent with one child. There were a number of days during the year when a LANL holiday meant that the day-care providers in Los Alamos also stayed closed, and this was an extreme inconvenience when he had to work. We did not have as many holidays as LANL. It would be nice if we could provide a solution for day-care needs during LANL holidays.

---

I have heard of and seen companies that have on-site daycare - it is a very humane way to deal with the childcare problem and is better for the children as they see more of their parent(s) during the day. There is less stress associated with such arrangements and a lot of peace of mind for the employee. More companies should do this. It would raise productivity greatly and keep the workers at work.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

This seems like something that should be done to enhance the LANL workplace environment. With LANL going from fire to fire, it would be nice for something GOOD to happen.

---

It is very important for the mother and for child development to have access during the day to the infant. Especially if the mother is breastfeeding. The facility also needs to be trustworthy enough to not give the baby formula or food too early for that can be very damaging to the baby allergy wise, overall health wise, and developmentally. The facility also needs to have attentive and enough workers so the children continue to have a trust relation with adults when they need something they will not be denied it (ie food, water, attention). Also it would be very nice to have so we can continually contribute to the lab.

---

Have we not been asked this question more than once over the past 15 years? The answer has always been yes, but nothing ever happens. Providing child care is the right thing to do for an employer of choice who values employees as complete human beings. I am confident that productivity would improve measurably, perhaps dramatically. Provide child care!

---

I think LANL should work with the facilities that are already in place and help them to expand and provide better, more personal, services to the community. Parents want to choose a quality child care service for their children and not just feel they are offered ONE that doesn't quite meet their needs.

---

I am interested in elder care. The issues surrounding care for parents who are elderly and ailing are similar to child care. Adequate facilities for graded assisted living are needed in Los Alamos. Such facilities would reduce time off from work for parental care.

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Your survey for the most part assumes that everyone has a "partner." This is an insult. You are missing a very large portion of the population who are married.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

Just one suggestion - use the same numbers indicating highest preference to lowest preference for questions 21, 23 and 26. I THINK I answered the way I meant to, but it was confusing! I would check out all the survey responses on those questions and follow up if any don't make sense.

---

LANL should not be in the business of babysitting.  
It is the parents' responsibility to raise their children.

---

Thank you for taking on this effort. I appreciate that someone is trying to do something about this issue!

---

Bussinesses are starting to address problems with care for elderly relatives as well as for children.

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None

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In the summer I am using high school kids to help me when my regular sitter is sick or off. During school,I don't have this backup. This is the first time that I've been able to do this, because I did not trust high school kids to watch my son when he was under 2 years old.

---

If I ever have to be responsible for children, it would be that of my grand children.

---

The family daycares here I tried were hard to find and unreliable. Two of them decided to to leave the area which left me w/o daycare. The centers were reliable, but kids get sick more. I really prefer the family the family daycares for kids under two if they were reliable. I wish the Lab would wake up to the times (this is not the 50s' anymore!)and help support families childcare needs. This is a Lab-dominated town, and as a result childcare operations have trouble supporting themselves w/the cost of living. Please help. I support a Lab-sponsered center and training for the childcare providers even if they don't work at the lab daycare.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

We have decided to sacrifice financially and have me (wife) stay at home. This means a one car home and a 2BR 1BA house. Isn't this a greater burden on our household financially than if I chose to be employed by UC? We all make choices whether to work or stay home with young children and no one is offering my child any special programs. (This comment is directed to the issue of dual TSM's etc. homes that are living on 2 incomes and wanting extra help with childcare. It just isn't FAIR, they too could CHOOSE to stay home.)

---

We have good arrangements now, but we had several years of horrible arrangements and considerable problems. We had about 3 years of problems and finally got things worked out, but the responses above reflect the resolution and do not show the severity of our difficulties!

---

I am very upset that this questionnaire is slanted toward people who have children under 5. There are many people who have children that are in Grades 1-8 dealing with afterschool care and for Grade School - Wednesday afternoons off. This survey needs to be broadened to include other age levels. Kids that are in Junior High and maybe younger are the ones that are getting into trouble because they may be home alone from 3:15PM to 5:30PM.

---

I feel that LANL/UC should provide a childcare facility on laboratory property for employee needs. Productivity would improve. Say perhaps 6:30 a.m. to 6:30 p.m.

---

Working on the schools, I see parents having problems with childcare as well as fellow employees with similar problems. A sick child means someone has to or should miss work - no matter what. Some children are home alone sick or are sent to school sick. This is not good. There are few choices for care of a sick child.

---

A variety of options is essential. Quality of care Equals price. Proximity to parent(s) desirable. Helping fund existing quality programs may be best first step. Creating new programs and facilities will take time to do right and will cost money. I wish you the best of luck and thank you for this opportunity.

---

After school care not addressed. Town doesn't have programs for those "in-service," etc. days when school is closed but Lab is not. Kindergarden should at least be considered. Location is not as important once past infant stage, but a place close to Lab/work-site allows breast-feeding or spending lunch hour with kids.

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Many child care centers are run poorly from a business standpoint. The Laboratory would have to be very careful in providing child care, since it could become the only provider in town in short order.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

One or more child care centers at the laboratory would probably do a lot to alleviate child care problems that employees have. The children would be close by, thereby eliminating a lot of anxiety and loss of work.

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I believe it is very important to have good quality child care, but I think prices we pay are too high.

---

I believe that you are on the right track, but no one has really addressed the cost of daycare or allowed flexibility with working families on the job. I as a parent am the one who is losing out- I miss my kids, then if they are sick, I miss work & don't get paid. And I have to make up time at the office and at home, this is very frustrating for working parents.

---

I feel daycare needs for children under 2 is very poor in this town. I feel daycare is very expensive. We also need something for mildly ill children. Also "additional" hours for drop-ins.

---

This survey has not addressed well the after school situation. There is not sufficient solicitation of questions related to matching work schedules with schools, nor the after school program.

---

I am a working mother at LANL. I try to act as a role model for the students that I mentor at LANL. I try to represent a minority here of women capable of being taken seriously in science. The fact that the laboratory has no assistance for childcare greatly affects my workplace environment. If I am worried about my child it is difficult to concentrate at work. I am glad that this survey has been initiated. I am sad to see how biased it is towards parents of infants through preschoolers. I have already been through the days at \_\_\_\_ Preschool and thought my child care woes were over when school started. However the difficulties continue at elementary school age children. The \_\_\_\_ program at the local schools is not high quality care. It bothers me that I am forced to use it because of the Wednesday afternoon in service schedule of the local elementary school teachers. The \_\_\_\_ program also does not commit to having the program until enough children sign up. One year they cancelled it. This year I will not enroll because it was low quality and I found myself paying to put my child in a room full of trouble makers. My alternative is to cut my hours and not be as productive as I could be from LANL. Is LANL just waking up to the needs of its employees?

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

Questions 16-19&#23: Why do these concentrate on preschool kids? Don't you think that Elementary kids need childcare? Especially Wed. afternoon when the schools(public) send them home early. What about evenings & weekends or before and after school childcare needs? Tese kids are not old enough to be alone for 1-4 hour stretches or more.. they get scared and bored and they get into trouble! Question #26, A-G are all important to us. Since my child is shy and very nonaggressive, she is constatly afraid and confused in large groups of children. She is terrified of aggresive children, loud, pushy kids, so we need more adults per child to allow her to learn and enjoy being a child. The publc scools do not meet our needs for this reason.. right now. I wish there was more discipline in child care enviroments. Sometimes I think parents should be taught how to deal with children that are aggressive or mean. For sure, all kids or most seem to have attention deficit.. "Not enough attention from adults" because both parents have to work to keep a family out of poverty! Kids need to feel special.. someone (preferably parents) has to have the time to give them the attention they deserve! I think the Lab should have more programs for job sharing, allowing, parent to work part-time if both parents work at the Lab, etc.

---

Weekend care would be great.

---

\_\_\_\_\_ offers a facility with a complete lack of supervision and a mixed range regaurding quality of instuctors. \_\_\_\_\_ in White Rock is very appropriate for children who are intersted in learning and the best for children over four years old. The ARC has the best ratio of "techers" to students but still falls short on supervision. In my opinion the Laboratory should provide datcare on the site as is provided at DOE in Germantown. The high rental costs make it close to impossible to run a Daycare center offering reasonable rates. The ratio of children to teachers needs to be well below the state requirements t be able to provide quality supervision.

---

Questions #16 & #17 seemed identical when attempting to place my infant with a provider, there were few choices available (1997). I think I got lucky with my provider. In trying to place my toddler I also had very few choices-was on a visiting list at \_\_\_\_\_.

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Any child care that LANL is involved should include the parents as that is one of their jobs.

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Any child care that LANL is involved should include the parents as that is one of their jobs.

---

None.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

LANL needs to be an employer of choice, and to do this they need to offer high quality programs that assist employees in balancing their work/family responsibilities. LANL currently lags most S&T employers as well as most national labs in this regard.

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Let me just say, that I know that I've had problems in the past with my animals at home being sick, or injured, etc. where I can't come into work that day or days. So I do know that these same situations come up with individuals who have children. I think with a day care center located on site, then individuals wouldn't have to worry, or stay home, etc. I also think, since it's the end of the 90's that a Pets Nanny Service should also be looked at for those individuals who have dogs, etc. that need the same kind of care. Hey, build a large center with child care on one side and pet care on the other. Then you can solve two problems in one building which would increase employment in this area for those of us who love to work with children or animals or both. That is my idea!

---

There are very few options for working parents in this community  
I have only 2 real choices (since I am not christian)  
this is limiting, and I have no immediate backup plan if my  
current facility were to suddenly close.

---

None.

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Word of mouth is the best way find a family daycare slot. We were  
EXTREMELY lucky to find our provider. We were on the waiting list  
at a center, and they kept moving us up and down the list. That  
seemed unacceptable to me. Waiting and hoping that a slot would  
come up at either place during my maternity leave was very stressful.

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None.

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Children between 5 and 12 years of age for summer care & after school care.

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#### *28. Additional Comments:*



## *Table 28 (comments)*

### *Additional Comments*

My husband and I would love a certified Child care facility near LANL available for day care and some weekend drop off hours.

My children are now in College, but I experienced problems especially during Pre-school ages & after school care till they were 10-12 yr. old.

My children are grown and on their own. My husband and I raised them ourselves. If this had not been possible, we would have chosen not to have children.

None

Lack of quality impacts all ares of a families life. Also, I find as a co-worker of parents, everyone without children have to be much more flexible than people with children. My co-worker can come in late & leave early & I'm expected to cover for her, answer phones, etc. I resent that at times. The county also needs "In House" child care.

If child care was provided it would cut down on child care hours before they would travel with us. It should also be available from 8:00 a.m. to 6:00 p.m.

The need for chil care in this community white obviously a problem would not benefit from a centralized Day Care (for LANL, LACTY, Private Sector etc. children.) I worry about security and safety of children and potentail for being targeted by (terrorists, demonstrators, unstable individuals,) I think of the Oklahoma FED Building or Jewish center in Los Alamos.

Staggered working hours would be beneficial. Ex. Coming in at 10:00 a.m. - Spending morning hours with kids. Working till 6:00 p.m. father can pick them up and spend time with them in the afternoon.

If there is funding for our children for day care it may be a lot helpful.

#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

Of the four day care centers in White Rock, our current child care provider is the only non-\_\_\_\_\_ day care center available. We feel that the \_\_\_\_\_ approach is too structured and restrictive for our pre-schooler. I don't know what we would do if our current situation were to become unavailable. More day care options are needed.

Also, we will soon need to consider day care options for the after-school hours.

---

Did not leave a space for children that are grown or are old enough to care for themselves, ie. Highschool age.

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1. We are not planning to have children to a large extent because of the Lab's anti-family and anti-employee attitude. Certainly having children is very damaging to one's career at LANL. The Lab, and the town as a whole, are still living in the 1950's.

2. After 23 years of stonewalling on child care, the most imaginative thing that the Lab can come up with to further stall is YET ANOTHER child care survey?!?

3. It is clear that DOE/LAAO is trying to sabotage effective child care options at LANL. It is not clear why, given that all other major DOE facilities have had child care options for years. If DOE/LAAO continues to hamper efforts to keep LANL as an employer of choice, a number of us intend to approach Bill Richardson, UC, and the NM Congressional delegation to come down hard on DOE/LAAO's arrogant, presumptuous, and irresponsible interference.

4. John Browne needs to show some courage and integrity and push effectively for LANL child care, as he promised to do.

5. The lack of effective child care at LANL is the equivalent of burning taxpayers' money in the parking lot. Having effective child care is such an obvious business need, that it is AMAZING that it has met such resistance and inertia. It is not about bleeding heart socialism, it is about saving money, increasing productivity, and keeping/attracting good people. Let's be responsible with the taxpayers' money!!!

6. The historical influence of bizarre religious cults on upper Lab management should not be allowed to interfere with sound business thinking on this issue!

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

I would pay a lot more money if it would buy me better chid care. However I feel center-based care is best for my family and there is little choice in cost or quality for center-based care for infants and toddlers.

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After-School care is an important issue too.

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No other drop in facility except for \_\_\_\_ Day care center which closed in July(1999) - Need drop in center.

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I feel the child care staff is very poor. The providers don't run educational programs well. They aren't well trained and the turn-over is very high.

---

Our kids are old enough not to need this anymore

---

The day care centers in Los Alamos have some wonderful programs, if you are able to afford them. Most have scholarships but are given to people who are not from the hill. This makes it hard on those single parents who do live on the hill but cannot get any help.

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None.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

This survey does not address the childcare needs of families with school-aged children. Although the \_\_\_\_\_ program has been a big help in this area, there are still unmet needs for school-aged children. For example, \_\_\_\_\_ is only open until 5:30 each day. With evening traffic in Los Alamos, parents have to leave work close to 5:00 in order to pick up their children on time. Many meetings at the Lab run well beyond 5:00. \_\_\_\_\_ also was not open on a teacher in-service day last year when the children did not have school and it was a normal work day at the Lab. I was forced to take vacation to care for my children. I still have some concerns about how the programs are run as well. Appropriate time and place for the children to do their homework is not provided in \_\_\_\_\_. In particular, the mandatory (apparently dictated by the LANL foundation) time that the children must spend in "kids committee" does not allow the children enough time to do their homework.

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As i see it, LANL controls the social and financial climate of LA. Therefore LANL has the responsibility to provide child care support to the community to a much greater extent than would be necessary in a city with a more deversified economy.

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The lab needs more community involvement and providing childcare would a great way to do that and provide a much needed service for the community.

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None

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I believe there should be a wider child care option in LA to keep the rates more reasonable. I did witness one co-worker frantically trying to find care for her three year old for the next day. That is too much stress on both child & mother. Children need consistency & not bouncing around.

---

I'm already worrying about after school care when my child starts grade school. There is nothing!!! Also, how can I have another child without any infant daycare in Los Alamos? The current situation needs lots of improvement. I don't feel in home providers can do as good of a job as centers can. We need a kinder care- they take kids after school & take infants.

---

#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

Having children should be predicated upon parents' ability to provide for them - NOT pushing the cost (hidden or otherwise) on their neighbors. More emphasis should be put on pre-parenting information and training. I want to make it clear that GOOD public education of existing children is of paramount importance.

---

I know how controversial vouchers are for regular school, but some kind of system should be explored that would help the parent and the local private child care system without unfairly competing. Also, some help with mildly sick children would help a lot and since I don't think such a program exists, LANL wouldn't be competing.

---

Although the survey states it primarily addresses under age 6, there were several questions that could apply to older children as well, but it was sometimes unclear how to answer them, or even whether to answer them (question 16, subquestion summer care, not sure how to report 2 children with different needs). And when I clicked the "go to question 28" link, it blanked out my responses; fortunately I noticed, and the "back" button got me back to my already entered data, but others may not notice this - good luck with your statistics.

---

Well done survey. It was a little awkward for those with children over 6. Thanks.

---

The culture of Northern New Mexico is from the middle ages. People have babies with no care on how/who/what to do or take of them. And, why should they LANL will "always" be here to pay in one form or another. It's like the dress code?? there are some women coming to work w/dresses so short they need a hair net! It's not funny.

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Thank you LANL foundation for your support of \_\_\_\_'s \_\_\_\_.

---

I'm divorced and occasionally have my son stay with me. Over the years finding a part time babysitter has been difficult. Drop-in's at daycare centers are expensive. I would like to see a Lab sponsored daycare facility covering all needs for parents for the community regardless of employment status in the laboratory.

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After school care for elementary aged children is also a concern. The after school adventures is excellent, I hope it is continued. My son loved it.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

Most of the employees' wives stay at home to watch and take care of the children if they are under 12 yrs. old. The child care fee is so expensive, so the wives prefer to stay home. Unless they find a job at the Lab, so it is worth to work, if not, it just works for nothing. I just quitted my part-time job before the summer, because when I found out the price I had to pay for 2 children during the summer. I had to loose money. I wish the Lab or LA county would provide better and cheaper child care for people in Los Alamos and Whitw Rock.

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This survey was difficult to fill out!

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My main problem is the lack of drop-in care. I have an ematic work schedule that greatly bebfitted from the \_\_\_\_'s drop-in program, which has now closed. Also this survey does not address the needs of stay-at-home parents who are in great need of safe adequate drop-in day care for doctor appointments, execise time & emergencies for example. I suspect the working spouse is covering in these situations, so I see it as relevant to the needs of LANL.

---

A child care center is much needed. This will greatly enhance productivity at work, by providing a convineint location for log-term child care that increases access to these services.

---

We may use child care services on evenings or weekends occasionally if needed. (for example, school meetings or dinner for 2!) Most of the time, we try and include our child in all of our non-work hour activities.

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I would also like LANL to incorporate more family-friendly policies for LOA situations, flextime, work-at-home, and modified workweek. When parents are confident that their child is in a quality environment, then we can focus on satisfying careers. Help us! I see a crisis in under-2 care: we have been waiting 13 months and still can't get a promise that we're in. The first childcare experience is the most frightening and stress-inducing. Help!!

---

If the lab moves to modifie work schedule the schools should adjust schedules to minimize day care expense.

---

We truly enjoy our day care (The Ark). However, there should be more opportunities for non-religious-affiliated day care centers. While we actually like the religious influence , they/our children gets there (scince we are not part of organized religion at home-and like the balance) the opprotunity should be avialable to have quality day care without any religious influence.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

I myself enjoy the benefit of part-time work. I am thankful for part-time, I don't see how I could serve my family and job being full-time with school-aged children. My quality of work at home & work would suffer the burden of full-time duties both at home & work, Encourage more mothers to seek part-time opportunities.

---

Please do not impact \_\_\_\_ ! If anything, partner w/ \_\_\_\_ to improve his business. I would hate to see private providers impacted.

---

I stayed home until my children become school aged-since I teach, I do not use day care. They have approx. same hours as I do.

---

If LANL opens a child care facility it will be a detriment to our current center. Their enrollment will drop therefore affecting the raises they can give. It will eventually mean that they will lose their qualified people. Keep government out from private services.

---

We are shocked that the Lab has not looked into this problem far before this. This obvious oversight has probably made it far more difficult for the Lab to attract and keep young engineers w/families like us.

---

When my children required child care I made arrangements primarily through home based providers and locally now preschools. I see no need for UC/LANL to become involved in child care provision. I believe a mix of home based/preschool care is more healthy for children as well.

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At a former employer, much time and energy was spent discussing the need for child care and what could be done to address the issue. My former employer also was a government-funded institution like Los Alamos. My former employer entered into a contract with private day care providers, took an existing government building that had been leased, remodeled and converted it into a child care facility. Fees were established using a slide fee scale based on employees' gross income. Employees of my former employer were given first priority over non-employees; to allay concerns about competition and the state's anti-donation clause, the facility also was made available to the general public. It has been more than 5 years since I left my former employer and by all accounts their childcare "experiment" has been quite successful. If Los Alamos really, really wants to become a responsive, progressive employer, it would take seriously childcare concerns of its employees and contract workforce as well. Any childcare program that is developed must be open to all of the Laboratory workforce and the community. And Los Alamos should go out of its way to use existing childcare services and available expertise to develop a first-rate childcare program. I have no doubt that employees — those with children and without children — will overwhelmingly embrace and participate in such a program.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

I have lived in Los Alamos for 11 yrs. and have had children for 7 yrs. I estimate I have completed 4-6 surveys. When are you going to stop surveying and do something about child care needs in Los Alamos? LANL should have a child care facility.

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Provide services for single parent based on income.

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Children are our future they should be cared for in a safe caring enviroment. To many are in it for the money and could care less about the kids. I would like to see regulations covering these people. Quality people need to be paid well to keep them but many families can't afford it.

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None

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I am a registered nurse, but I stay home. I may consider working part-time if I have a good alternative for mildly ill children, and available afterchool care.

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This survey was extremely difficult to fill out if a parent has made the choice to remain at home with their children. The survey didn't seem to even consider that as an option. It was frustrating to try to fill out so I began and then gave up.

---

I believe couples should have one spouse as primary care giver for their children. If I do come up "With Child," I will quit work or he will and we will homeschiol as well. He & I are solely & totally responsible for ourselves, any children produced and any consequences there of (including schooling & health care), not the Gov or Gov Agency.

---

I do not presenlty use child care. If I ever needed chil care, my priority concerns that would influence my choice would be my child's safety, physical and mental, and qualifications/training of child care personnel.

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No KIDS!!!

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After school care was not your focus, but if you don't hav it, a big problem(same for summercare).

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#### *28. Additional Comments:*



## *Table 28 (comments)*

### *Additional Comments*

This child care sheet focuses mostly on preschool child care. Another are of that is needed is the school age children. Schools usually let out children much earlier than parents are "let out" from work. Also, the Los Alamos school system has certain days, weekly in some classes, where the children are let out at midday, so that teachers can plan and have meetings. During these times special arrangements have to be made for child care in until 7:45 a.m. Yet many people have to start work at 7:30. Child care needs continues on into highschool. We don't wan't "latch key" kids or even older kids with unsupervised free time between the end of the school and the end of the work day.

The majority of Lab employees do not have their families living in the area, extended family is a great child care altrnative when this is not an option, having trustworthy,, professionals to watch over young children would be a wonderful plus !

I don't feel information should be exclusive to the 5 and under age group. Before & after school care and care for grade school children during holidays, in service days, summer & vacations is also very difficult to secure.

Our children are grown now, so child care is not a factor for us. However-when our kids were small, it was most definately a factor. I was a stay-at-home mom because of lack of good daycare.

NO KIDS!!!!!!

We are new to town, and have only started looking for childcare.

Currently, this means my spouse cannot work.

I understand that there is a percieved lack of a affordable child care avialable in LA county. However, peploe must understand that if you want to play, you have to pay. I don't think socialized child care is a good idea. If a couple decide to have children, they have that right. However, they must accept that they have the reponsibility to that their child to provide child care-either themselves or by paying for it (100%).

Most child care providers here close at 5:30. 6 or later would have been very helpful when I was working. I also know the ones I checked into when I was working a year ago didn't open until 7:30.

#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

It would be a perfect world if there was a day care facility staffed w/trained providers. A big facility so rooms could be very large. Close enough so visiting during lunch would be easy. If you lived off the hill you're child would be close.

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My youngest child is 16, but I have worked since she was 3. We were always able to find adequate care, but it was a fairly constant stresser. I think employers who are sensitive and responsive to child care needs avoid placing themselves, their employees and children in a "lose-lose" situation.

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My children are grade school age and eventhough they are 10 years old I need afterschool care for them. The \_\_\_\_\_ program works well for them to provide a safe environment for them to be in on Wednesday afternoon and at times when the school closes early for conference week. One problem that is an issue if children as young as 7 years old going home alone after school or on the Wednesday afternoon early school closure regardless of the availability of afterschool childcare. This may be a result of poor parenting skills.

I also think that your survey is overlooking the experience of those of us who have gone through what some of you are currently facing. The questions do not draw upon our experiences but just indicate where the current need lies. It was not easy for me to find good child care for my children but I did find what was best for my family. We as a Laboratory do not need the provide childcare to a very few individuals but should support the existing resources available. If LANL gets into the childcare business, by providing facilities or supporting a given facility, we will kill the existing care-organizations by out bidding them for people-power.

You might consider asking the parents of older children how we managed without Laboratory intervention. It might be illuminating.

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Why are elementary aged children not included in this survey? Additional day care facilities are needed to serve the population of White Rock/Los Alamos, wheather private or public or funded.

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I feel that the greatest need is for very young children (under 2). Once the child is two years old, there are more options for care. But, care for children under two years of age is very poor.

There just aren't enough options and many mothers that I know are very unhappy with the care of their babies.

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Don't forget about before & after school, Holiday care for school-aged children.

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Why aren't you addressing school age children? My daughter is 6 and currently enrolled in a private elementary school because the lab endorsed Y Adventures program doesn't offer before school care, and she can attend school on Wed. afternoon. Please help fix this! The lab needs to resolve the childcare and school issues, i.e. the Wednesday afternoon teachers holiday before the modified work week option could be viable to all at LANL.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

When we chose to have children we accept the responsibility to care for them ourselves. No one else can provide for them as we do.

- 
1. Local childcare be more affordable, i.e. LANL help on costs.
  - 1a. Childcare scholarships for needy families.
- 

Seems you have mainly addressed children under 6? This is certainly critical but safe and constructive care for older children, before after school, is extremely important also.  
Thank you for doing this.

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The most critical issue for me is a supervisor who allows flexibility in time off when my child is sick(I am grateful that I do have such a supervisor, but not everyone does). I think telecommunication would solve a big portion of this problem. I wouldn't have to use so much of my sick leave, I could be with my child, and I wouldn't get behind in my work. Telecommunication would also be great for mothers on maternity leave. In the last 9 years I put a big dent in my sick leave when I took maternity leave at separate times for my 2 children. Or, it would be nice if maternity leave was "maternity leave" and not really using sick leave and vacation. The other important issue is affordable child care! The cost of child care adds a tremendous amount of stress to our lives.

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- 1) This survey is designed to discourage responses from home-makers. Your statistics will therefore be inflated to show a worse problem than really really exists because of a self-selection bias in your sample.
  - 2) LANL should not be in the business of providing & funding child care. If LANL makes such a service available, the patrons should pay for the service.
- 

Child care needs to be a more visible priority in this community. Teachers need more respect and salary. There ought to be an official early childhood development and teaching programs at UNM-LA. This would allow opportunities for professional development and career training. Child care vouchers usable at any day care in the county would also be useful, as well as eliminate the competition between LANL and other child care facilities.

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## *Table 28 (comments)*

### *Additional Comments*

Child care and child related responsibilities are ongoing from birth to 18 yrs. While I do have reasonably good child care, the quality could be better. My preschool is actually the easiest of my three children because I have full-time care available most of the time. My 2nd grader and 6th grader need appropriate afterschool and summer activities and often require transportation during work hours. I support LANL's interest in child care, but the real issue is being a working parent which requires flexibility and the ability to deal with regular after school & summer care, medical appointments transportation, mild illness, and parental participation in regular and special school activities. The community currently has reasonable options for ages 2-5. The bigger problems are 0-2 and 6-12. I have not been impressed with the new after school program. It's ok, but not great. I hope that the child care initiative will not put in place a mediocre program that puts existing programs in jeopardy. I will not use the mediocre after school program.

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There is definitely a demand for good child care facility in Los Alamos & White Rock.

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This would have been great about 20 yrs. ago when we did have small children. I had to quit working in order to take care of our children. Child care-good child care is hard to find.

---

The ideal place to raise children is in their own home with a parent. What happened to being paid enough to support a family with one income? The cost of living here is so high that it is very difficult to be able to stay home, but we feel it is worth the sacrifice. In one year when my youngest is in school I will try to get a job with the schools so I can have summers off so that I can continue to raise our children.

---

I have no small children at home and I live alone.

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We prefer to have my spouse stay home with an infant however the lack of adequate day care for pre-school has forced my wife to find alternative pre-school type activities for our 3 yr. old which affects the amount of time available for infant.

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As stated earlier, care facilities are needed for after school care for children in grades 1-6.

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N/A

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

This is an important quality of life issue for LANL employees. I support anything that can be done to improve the situation for working families.

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I have filled out this survey because at one time I had children that I needed to find good care for. They are now grown, but the problems still exist. When I had childcare it cost about \$200.00 a week to have them in a private home. When they were old enough, I sent them to preschool at a cost of about \$600.00 a month. It was a constant hassle to find someone during the summer months. I feel that if there were a place that parents could leave their children and it didn't cost too much, it would make their lives easier.

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I would like to have summer child care available so that I can bring my grand daughter when she visits in the summer and during holidays.

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I have had my child at \_\_\_\_ and I have been very happy. But I think there is room for improvement in the after care program and I would like to see a facility in LA. I would really like to see a program offered by the LAB that was located in LA, provide excellent care in a learning environment and was reasonably priced. Maybe as a benefit such as health. I feel that many people cannot afford some of the programs that are offered in Los Alamos. The child care is much less in the valley (but a lot of it is home providers) than it is up here.

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Suggest you add fields for parents who would like to provide feedback, answer questions, but their children are older now (problem existed when their children were younger but questions do not currently apply here).

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Question 22 is followed by several questions that do not apply for people who do not have children. Also, what about questions pertaining to child care costs?

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Many major organizations are now offering child care, after-school programs and summer programs as a benefit to their employees. The Working Force sees this as a huge benefit when looking for employment. Many opt to stay with an organization for some time just for this benefit. This can be looked as a bonus or incentive for employees to hire on or remain with an organization. Plus a piece of mind can go a long way in the work setting knowing your children are close by, safe and happy. Children also have the benefit to learn about what mommy and daddy do for a living. This can be a great recruiting tool for the next generation of LANL employees.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

The major problems I have encountered happened when I had my child in a home based day care.

Lack of other providers (back-up care )when needed.

I do not like being in a situation where there are no last minute emergency drop off centers when my sitters calls me at 7:30am to say that service will not be provided for the day.

Inconsistency in price schedules, the price was changed (increased) 3 times in one year as well as no credit for any vacation time I took.

The cost of service was significantly higher at the home based care. Another factor that added to the cost was the fact that the provider would not prepare meals or provide any food stuffs. To be on the safe side I would provide extra food stuffs to make sure that there would be no reason for the child to not be fed.

When the services that were being provided were no longer appropriate for my child I had to wait 6 months for an opening in another facility ( I had my names on all the lists for a year just to make sure I had a choice at some point when my name came to the top of the list).

The commercial provider that I have now is approx \$140.00 a month less than the home based provider and I know that my child is in a environment where there is more that one adult present.

The facility provides a hot lunch as well as certified daycare providers with a structure that provides me with some assurance that my child is being properly cared for.

The bottom line is, that it was my choice to place my child with home based providers up to the age of two. I felt that the home based environment was important at that age.  
I will make this choice again with the next child.

Of the two home based care providers I have used one, was at the top of the list in all respects yet the second one lacked in many areas.

When I decided to pull my child from the home day care.

I was at a loss with no choices in finding other care without having to bounce my child around town for a few hours at different facilities because I could not find one center that had a full time opening quick enough.

I felt that this particular provider took advantage of the market demand and used this advantage.

I am not oposed to paying market high prices for choices in the quality of service I am paying for.

I hope to see the tables turn and the parents, not the providers, be in control when it comes to child care.

#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

Day care providers should need to compete for the children that they care for. Unfortunately the demand is so high that parents lack choices placing the parent and child at a disadvantage. When at this disadvantage the parents has less power to demand the excellence in care that every child deserves.

I picked a home based provider off of the LANL listing and would have liked to have seen LANL require surveys from the parents receiving care from the providers on this list. with the results of these surveys published.

We need some healthy competition out there.  
Any kind of follow up which helps to ensure that the day care providers do not become complacent in their jobs.

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- 1) My work situation is changing. I've been a stay-at-home parent occasionally working from home for the last few years but am going back to work at LANL as a contractor.
  - 2) I may have missed it in your survey, but do you have any questions addresssing the specific needs of single parent families?
  - 3) I had a terrific home day care provider before my child started preschool, but I called more than 25 other providers before finding mine.
- 

It's a shame the \_\_\_\_ could not continue their 0-5 child care center. I understand they could not afford to stay open. Part-time/ full care for babies is critical to our city. Also shared-job arrangements would benefit.

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This survey is geared toward young children, which is a problem here. I find the biggest challenge facing me now is knowing when to "latch key" my kids. They're too old (9, 10) to do childrens activities, but too young to stay at home alone. The A.c, in my experience, isn't a safe, viable option. What to do for kids 9-12 years old???

---

I don't have children in day care just preschool. However, I do think there is a certain discrimination against mothers who do stay home pertaining to priority (who gets in what time slots or who gets a.m. or p.m. kindergarten) As a whole there is a reious "lack" of preschools/day cares available especially in W.R. \_\_\_\_ is very expensive and very rigid. \_\_\_\_ seems to have inadeqautly trained teachers. There must be something else.

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I am concerned that the one facility in Los Alamos for infants and many of the toddler facilities are associated with churchs. I would prefer a facility which does not have a link to a religious organization.

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#### *28. Additional Comments:*

## *Table 28 (comments)*

### *Additional Comments*

We have use various part-time child care. Carousel for one when she was a toddler, \_\_\_\_ Montesorri intil kindergarten, \_\_\_\_ after school. The other child was cared for in a private home for parts of 2 yrs. \_\_\_\_ \_\_\_\_; then public school. In summers we do summer school play production of various art classes, etc. To give me oart time freedom to work. I work a lot out my home but am now moving into more hours each day at an office. The Youth Activity center of our church youth group were both used heavily this summer.

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In currently looking for child care, I have found that no one will commit that far in advance. Also, in using the referral lists from Los Alamos, White Rock, & Pojoaque Valley. I see that very few providers have CPR & first aid training in which I feel is very important. Also, I would like to see more on the lists to choose from.

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I know it's taken forever to get this point re: child care but the next big issue to address is child care. In my current office, 5 of the 6 staff have issues with parents & their care-which also affects our productivity.

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The cost of living in this town is geared for aor annual salary of at least 50,000-60,000\$. For those of us making much less it is becoming increasingly difficult to stay here. We feel that it is okay for us the take care of the elderly, wash dishes, fix meals, work on houses for people in this town but we shouldn't expect to livr here.

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At one time the Wednesday afternoon Elementary School children would make businesses and the public librians very annoyed with their behavior. Parents worked and the students were too old for "for sitters" How did they solve that problem or did they.

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LANL should only provide care if they intend to provide quality care-which means trained, licensed staff-which is very difficult to find in Los Alamos.

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Parenting children is a full time job reguardless of their ages. It is unfortunate that work jis often seen as more important thann child nurturing. Institutionalized child care cannot compensate for parents wrong.

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The cheapest day care in town is 400.00 dollars a month. For someone who makes 1200.00 and has rent and other bills there is no way to afford it.

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Our children are important to parents &^ to the country. Peace of mind & cost to working people are important.

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#### *28. Additional Comments:*



## *Table 28 (comments)*

### *Additional Comments*

I have no ccchildren so this survey does not apply.

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Cost is our biggest concern, \$500+/wrk is too much...

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\$ If I'm ditracted I'm not productive.

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Child care is an important quality of world life issue.  
After care is an extremly important issue, particularly since our teachers do not teach on wednesday afternoons.  
The Lab should consider endorsing year round schooling for our kids and discontinuing the wednesday afternoon planning time for teachers.

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There is definately a lack of adequate child care to meet the needs of the community as shown by the excessive waiting lists. The major problem with current child care facilities in the county are that they cater to LANL by closing during LANL holiday/snow/other shutdowns. Employees at other companies.organizations are forced to take vacation at these times.

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Question #3: LANL should only be involved if LANL is providing day care facilities for LANL employees.

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There are not enough daycare centers in Los Alamos.

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The issue needs to be addressed. The closing of the \_\_\_\_ child care center and other facilities make it even more important. LANL subcontractors do not always follow the Lab schedule while some day care centers do, which causes a problem for those employees.

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This would be a great help to our community.

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I really think it would be a great benefit to have child care at the work place.

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#### *28. Additional Comments:*